

## DEPARTMENT OF THE NAVY BUREAU OF NAVAL PERSONNEL 5720 INTEGRITY DRIVE MILLINGTON TN 38055-0000

5720 PERS 00J6/201800400 April 27, 2018

Mr. Charles J. Sweeney 810 Coronado Avenue Coronado, CA 92118

Dear Mr. Sweeney:

SUBJECT: YOUR FREEDOM OF INFORMATION ACT (FOIA) REQUEST

This is in response to your Freedom of Information Act (FOIA) request in which you seek personnel record information pertaining to LT Miroslav S. Zilberman. Your request was received in this office on April 27, 2018, from the National Personnel Records Center, and has been assigned FOIA correspondence file number CNPC20180400 by this command.

A releasable copy of responsive information is attached. The redacted portions of the released documentation are exempt from disclosure under FOIA exemption 6 [5 U.S.C. § 552(b)(6)]. Release of such information would be a clearly unwarranted invasion of the personal privacy of other identified individuals. Please note, a DD form 214 is not issued when a service member dies during his current period of active service.

Because your request is partially denied by this command, you are advised of your right to appeal this determination in writing to the Office of the Judge Advocate General, OJAG Code 14, 1322 Patterson Avenue SE Suite 3000, Washington Navy Yard, DC 20374-5066.

If an appeal is deemed necessary, it must be received in that office within 90 calendar days from the date of this letter, in order to be considered. To expedite an appeal, you should enclose a copy of this letter and a copy of the original request along with a statement regarding why your appeal should be granted. The letter of appeal and the envelope should bear the notation, "FOIA/PA APPEAL."

I am the official responsible for the partial denial of your request. Should you wish to discuss the processing of your request, you may contact the undersigned at (901) 874-3165. You may also contact the DON FOIA Public Liaison, Christopher Julka, at Christopher.a.julka@navy.mil or (703) 697-0031.

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You may also contact the Office of Government Information Services (OGIS) as they provide a voluntary mediation process for resolving disputes between persons making FOIA requests and the Department of the Navy (DON). For more information, please go to:

https://www.archives.gov/ogis/about-ogis/contact-information.

Sincerely,

D. P. GERMAN

FOIA/PA Officer

By direction

### OFFICER PHOTOGRAPH

SUPPORTING DIRECTIVE MILPERSMAN ARTICLE 1070-180

#### **PRIVACY ACT STATEMENT**

AUTHORITY: AUTHORITY TO REQUEST INFORMATION IS DERIVED FROM 5 UNITED STATES CODE 301, DEPARTMENT REGULATIONS AND JEROM F. O. 9397

PURPOSE: PHOTOGRAPHS SUBMITTED BECOME PROPERTY OF THE DEPARTMENT OF THE NAVY FOR OFFICIAL PURPOSES.
ROUTINE USES: THE PHOTOGRAPH AND SUBMISSION SHEET IS FILED IN THE OFFICER'S OFFICIAL RECORD WHICH IS USED IN THE PERSONNEL MANAGEMENT OF NAVAL OFFICERS (I.E., IDENTIFICATION AND FOR OFFICIAL PRESS RELEASES) WHEN REQUIRED.
DISCLOSURE: COMPLETION OF THIS FORM AND SUBMISSION OF THE PHOTOGRAPH IS MANDATORY.

1. NAME (LAST, FIRST, MI):	2. GRADE:	3. SSN (FULL):	4. DESIGNATOR:	5. DATE PHOTO TAKEN (YYYYMMDD):
ZILBERMAN, MIROSLAV, S	O-3	(b)(6)	1310	20070607



6. MEMBER'S FULL SIGNATURE:

NAVPERS 1070/884 (04-07)

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

S/N: 0106-LF-127-0400

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DD Form 214, NOV 88 S/N 0	102-LF-006-5500 Prev	rious editio	ons are obsolete.			SER	VICE - :

SHIP OR STATION COMMANDING OFFICER, NROTC UNIT, RENSSELAER POLYTECHNIC INSTITUTE, TROY, NY 12/180 3590

16 May 03 Discharged this date with an Honorable Discharge for Convenience of the Government to accept a commission in the USNR.

Authority: MILPERSMAN Article 1920-102

Designator upon commissioning:

1st Class Swimmer

Summer Training completed while enrolled in the NROTC Program:

1 December - 23 December 2002 XFA-131

Norfolk, VA

28 May - 22 June 2002 PAC-135 San Diego, CA

31 May - 30 June 2001 CORTRAMID East Norfolk, VA

Recommended for reenlistment

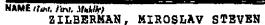
Home Address: 576 South Kellner Rd., Columbus, OH 43209

Sex: Male

Birth Date: 20 February 1979



Admin Officer By Direction



 $^{\text{ssN}}(b)(6)$ 

Branch and Class USNR

FITNESS RI	EPORT & CC	UNSELI	NG RE	CORD (E7-06)			RCS BUPERS 1610-1
	I Suffix) MIROSLAV	s		2. Grade/Rate ENS	3. Desig	395	(b)(6)
5. ACT TAR IN.	ACT AT/ADSW/ 265	6.UIC 63295	7. Ship/Stuti N	on NROTC UNIT RPI	:		omotion Status 9. Dille Reported GULAR = 08MAY16
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Report	17. Regular X		current	19. Ope Cdr		/WS	NA
22. Reporting Senior ( (b))(6))	Last, FI Mi)	23. Grade CAPT	24. Desig 1120	25. Title CO		26. UIC 632	95 (b)(6)
28. Command employ	ment and command ac	hievements.	nietrat	ion of 130 mids	hirmon	in Ari	Navad Poserve
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standards; 4.0 - Excee	ds most 3.0 standards;	5.0 - Meets over	all criteria a	nd most of the specific stand	uros por 5.0.	yet meet att Standards at	3.0 standards; 3.0 - Meets all 3.0 re not all inclusive.
PERFORMANCE TRAITS	1.0* Below Stand	arde	2.0 Pro-	3,0 Milya Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards
33, PROFESSIONAL	- Lacks basic professional perform effectively.	knowledge to	-	- Has therough professional know	•		Recognized expert, sought after to solve difficult problems.
EXPERTISE: Professional knowledge	- Cannot apply basic skills	L.	-	- Compensally performs both rout		-	- Exceptionally skilled, develops and executes innovative ideas.
proficiency, and qualifications,	<ul> <li>Fails to develop professionachieve timely qualificate</li> </ul>	onally or ions.		Streetly improves white, achiev	es timely	-	- Achieves early/highly advanced qualifications.
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NOB					X		
34, COMMAND OR	- Actions counter to Navy rounlistment goals.	Æ		- Positive losderskip supports Na Sistention goals. Active in decre	MARIE MÉDICON.	•	- Measurably contributes to Navy's increased retention and reduced attrition objectives.
ORGANIZATIONAL CLIMATE/EQUAL	<ul> <li>Uninvolved with mentor development of subordin</li> </ul>	ing or professional 11 les.		<ul> <li>Actions adequately encourage's subordinates' personal/profession</li> </ul>	support and growth.	-	<ul> <li>Proactive leader/exemplary mentor, Involved in subordinates personal development leading</li> </ul>
OPPORTUNITY: Contributing to growth	- Actions counter to good	order and		-Demonstrates approclation for e	enolitudions	<b> .</b>	to professional growth/sustained commitmentluinates support programs for military,
and development, human worth, community.	discipline and negatively Organizational climate. - Demonstrates exclusion			of Navy personnel. Positive in? Command climate. - Values differences as alrengths.			civilian, and families to achieve exceptional Command and Organizational climate.  - The model of achievement. Develops unit
NOB	to value differences from	capani		atmosphere of acceptance/inclu EO/EEO policy.	ejou bet X		cobasion by valuing differences as
35. MILITARY BEARING/	- Consistently unsatisfied	ory appearance of		-Excellent personal appearance.		-	- Exemplary personal appearance.
CHARACTER Appearance, conduct.	- Unsatisfactory demeand -Unable to meet one or meadiness standards	ror comunical nore physical	-  -	Excellent demonsor or conduct     Complies with physical readion     program.		-  -	- Exemplary representative of Navy A leader in physical readiness.
physical fitness, adherance to Navy Core	- Fails to live up to one of	LIDOTE BAYY	-	-Always lives up to Navy Core HONOR, COURAGE, COMM	Values:	•	- Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
Values.	COMMITMENT.						
NOB		' [			X		
36,	-Creates conflict, mwill	ing to work		- Reinforces others' efforts, mee	is personal		- Team builder, inspires cooperation and
TEAMWORK: Contributions towards team building and	with others; pure self ab - Exilis to understand team	ove team. ngoals or	<b> </b> -	commitments to team Understands team goals, emple	sys good	<b> </b> -	progress Talented mentor, focuses goals and
team results.	Abburwork techniques. Does not take direction	weil.	-	teamwork techniques Accepts and offers from direct	ion.	-	lochaiques for team.  The best at accepting and offering team.
							direction.
NOT					X		
II.	-Lacks initiative.			-Takes initiative to most youls.	•	-	- Develope innovative ways to accomplish
ACCOMPLISHMENT ACCOMPLISHMENT AND INITIATIVE	-Unable to plan or prior	tize.	-	-Plansiprioritizes effectively.		-	Riseion Plaza/prioritizes with exceptional skill
Taking initiative, planning/prioritizing,	- Does not maintain read	iness.	<b> </b> -	-Maintains kigh state of readion	<b>186</b> .	-	and foresight Maintains superior readiness, even with limited resources.
achieving mission	-Fails to get the job don	c.	-	-Always gets the job done.		-	- Geta jobs done earlier and far better than expected.
NOB _	]				X		

FITNESS R	EPORT AND	COUNSE	LING RE	CORD (E	7-06) (cc	ont 'd)	RCS BUPERS 1610-1
1. Name (Last, First ) ZILBERMAN	MISUMEX) , MIROSLAV S			2. Grade/Rate ENS		1395	(b)(6); <u> </u>
PERPORMANCE TRAITS	1.0* Below Standard		2.0 Pro-	3,0 Meets Standar	ša	4.0 Aboyu Standarda	5.0 Standards Greatly Exceeds Standards
34. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.  NOB	Neglacts growth/developms of autorelinates.     Falls to organies, creates printer adsenticates.     Does not set or achieve goal to comment minion and virlacts ability to cope with a strees.     Inadequate communicator.     Telenates insmells or unaufic	nt or welfare  - blezs - is relevant - icu, - tolersie	- Effecti subord - Organi inspect - Seafect suppor - Perfect - Clow;	nes successfully, impresents and afficient bleves morful, realist I commend mission. ne well in streigful si imaly communicator a safety of personnel	Sementing process inc. ic goals that mations.	-	- Imporing modve for and trainer, subordinates seem highest level of growth and development.  Superb organisor, great foresight, develops growen ingrovements and efficiencies.  Landership achievements description.  Finespecial mission and vision.  Finespecial description orders, Miles propositions astro-concious, maintain top as fety record.  Community improves the personal and problems in the organization.
39. TACTICAL PERFORMANCE: (Warher qualified officers only) Bealc and intrinal suppleyment of weapons systems.	-Har difficulty attaining qual- expected for the mak and en- Has difficulty in ship(s), air or weapons systems employ below others in knowledge employment. -Warfase shills in specially a house of mane rank and experience.	perionce. creft ment. and	and ex -Capable weapon warfar -Warfar	equalifications as requested, y exploys ship(s), as a systems. Heral to be knowledge and empressible in specialty of some mark and exp	rerult, or others in oloyment.		Pullivirustified at appropriate level for mak and experience.  -Innovatively employs skip(s), siroral, or weepons systems. Well shows others in warfare knowledge and employment.  -Warfare skills in specialty exceed others of same rank and experience.
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Recommendations in	ening this individual for sy be far competitive scho DO, Dept Head, XO, OIC	ols or duty amig	rements such as:	LCPO. DEPT CT	ON ▼NA		
training. task assign the unit's midshipman - Key membe program Key membe - Assisted Ensign Zilb	erman has serv He is a capabl ed. His most Midshipman Inf records. r of team that r of team that in midshipman erman is a sup	e, intell notable a ormation re-floor remodele training	igent and complete System () ad the NF d three complete sailing	d industric ment was ( IIS) which COTC space: offices as y and Fresi cer who wi	ous office the ground grants to s in a un part of numan Orie	er who d-up de the unit diversit the same	Navy.
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SUMMARY		0	1	0	0	TROY,	NY 12180-3590
(b)(6		y Group Average		I intend to have	nd understand r	TO OF ARREST VIC	nve seen this report, been apprised of my size a statement."  not intend to submit a statement.  Date: 11/25/03
47/SEypedSmirne, grad	de, command, UIC, and si	gnature of Regul	ar Reporting Se	nior on Concurrer	t Report		Date:
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FITNESS RE	SPORT & CO	UNSELI	NG RE	CORD (E7-06)			RCS BUP	ERS 1610-1
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22. Reporting Senior (		23. Grade	24. Desig	19. Ops Cdr	. N	/XX  26. UIC	27. SSN	
(b)(6)		CDR	1320	DEPT HEA	AD	622	2 <b>9</b> (b)(	6) 🗼
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PERPORMANCE TRAITS	1.0* Below Standa	urds	2,0 Pro- gressing	Meets Standards		4,0 Above Standards		5.0 code Standards
33. PROFESSIONAL	-Lacks basic professional perform effectively.	knowledge to	-	- Has thorough produceional know	_	-	- Recognized expert, difficult problems.	sought after to solve
EXPERTISE: Professional knowledge	- Cannot apply basic skills.		·	- Competently performs both routi new tasks.		·	<ul> <li>Exceptionally skille executes innovative</li> </ul>	des.
proficiency, and qualifications.	- Fails to develop profession achieve timely qualification		-	- Steadily improves stills, achieve qualifications.	s timety	-	<ul> <li>Achieves emiy/nigit</li> <li>qualifications.</li> </ul>	ily advanced
NOB					<b>-</b>			. —
34.	- Actions counter to Navy	's retention/		- Politive leidership supports Nav	ry's incressed	<u>-                                    </u>	- Measurably contrit	nates to Navy's increased
COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL	reenlistment goals, -Uninvolved with mentori development of subordin	ing or professions		reteringe goels. Active in decree Actions adequately encourage/a subordinates personal/profession	sing attrition. apport	-	rejection and reduc - Proactive leader/ex in subcodingter no	ed attrition objectives, emplary mentor, involved rsocal development leading
OPPORTUNITY: Contributing to growth	- Actions counter to mood	order and		-Demonstrates appreciation for o	ontributions	-	to professional gro	with/autuined commitment ograms for military, es to achieve exceptional
and development, human worth, community.	discipline and negatively Organizational climate.  - Demonstrates exclusions		1 . "	of Navy personnel. Positive infla Command climate. -Values differences as strengths.		_	Communicated and On	es to achieve exceptional purizational climate, evenuent, Develops unit
NOB _	to value differences from diversity.	cultical		atmosphere of acceptance/incluse EO/EEO policy.			cohesion by valuin	
35. MILITARY BEARING	- Consistently unsatisfactory - Unsatisfactory demossion	of more defendance of the control of	GI	-Excellent personal appearanceExcellent demounor or conduct.		- -	- Exemplary persons - Exemplary represe	atative of Navy.
CHARACTER Appearance, conduct, physical fitness,	-Unable to meet one or ri readiness standards. -Fails to live up throne or	mose Navy		Complies with physical readiner program.     Always lives up to Navy Core V			- A leader in phys - Exemplifies Navy	
adherance to Navy Core Values.	Core Values; HONOR, COMMITMENT.	could gé,		HONOR, COURAGE, COMMI				GE, COMMITMENT.
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36.	- Crimer conflict un will	ng to work		- Relatorces Others' efforts, meets	personal .			pires cooperation and
TEAMWORK: Contributions towards / team building and	with others, puts self above rails to understand team tours work techniques.	ove team. Ogoals or	-	commitments to team Understands team goals, employ teamwork techniques.	ys good		progress Talented mentor, i techniques for tea	
team results.	- Door not take direction	well.	-	-Accepts and offers team direction	on,	-		ing and offering team
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Top 2					_ · 🔲		·	
37. MISSION	- Lacks initiative.		-	-Takes initiative to meet goals.		<u> </u> -	mission.	ive ways to accomplish
ACCOMPLISHMENT AND INITIATIVE: Taking initiative	- Unable to plan or priorit		[	-Plans/prioritizes effectivelyMaintains high state of reading		[_,	and foresight.	vith exceptional skill readiness, even with
planning/prioritizing	I - was now retained total		1-	- variatività nant prest di coppression		1"		
activing mission	  -Fails to get the job done	<u>.</u>	-	-Always gets the job done.		-	limited resources Gets jobs done on expected.	riler and far better than

NAVPERS 1610/2 (03-02)

LITME22 K	EPORT AND COUN	SELIN	i KEÇ	OKD (E			nt 'd)	RCS BUPERS 1610-1
l. Name (Last, First N ZILBERMAN	MISUMTAX) , MIROSLAV S			2. Grade/Rate ENS	3.	Desig	1395	(b)(6); <b>a</b>
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing		3.0 Meets Standar	ds		4.0 Above Standards	5.0 Greatly Exceeds Sundards
38.  LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	Neglects growth/development or weither of subordinates.  Fails to organize, creates problems for subordinates.  Does not set or achieve goals relevant to commend mission and vision.  Lacks ability to cope with or tolerate stress.  Inadequate communicator.  Tolerates hazards or unsufe practices.		subordinat - Organizes Improvem - Sets/achie support co - Performs 1 - Clear, time	successfully, impents and efficience res useful, realisti mmand mission. well in stressful si ely communicator fety of personnel	iomentic ics. ic goals t tustions.	g process	-	-inspiring motivator and trainer, subordinates twell highest level of growth and development. Superb of granter, speak forexight, develope by a process grant forexight, develope by a process grant forexight, develope by a process and efficiencies.  Leadership achievements dramatically further command station and vision.  Foreveres direggly the toughest challenges and inspires others.  Makes subordinates safety-conscious, maintains up safety record.  Constantly improves the personal and profissional lives of others.
19. PACTICAL PERFORMANCE: Warfire qualified officers only) Sesic and sectical employment of weapons systems.	- Has difficulty attaining qualification expected for the rank and experience Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment Warfare skills in specialty are below standards compand to others of same rank and experience.		and expect -Capably or weapons s warfare kn -Warfare si	alifications as required in the state of the	reraft, or others in ployment qual to			Pally qualified at appropiate level for rank and experience.  - Ismovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.  - Warfare skills in specialty exceed others of same rank and experience.
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(b)		Date: 3/10		46. Signature o performance, a I intend to subr	nd wide	rstand n	<u>pright</u> to n	ave seen this report, been apprised of my nake a statement." not intend to submit a statement.
Member Trail Avera	<del></del>		$\mathcal{B}$					Date:
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ZILBERMAN, MIROSLAV S  ACT. 728 PAGE 174259W  ACT. 128 PAGE 174259W	ACK   AND SECTION   ACKNOWN   ACKN	FITNESS RE	PORT & CO	UNSELI	NG RE	CORD (E7-06)			RCS BUPER	S 1610-1	
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- Demonstrates exclusionary behaviors balls to value differences from cultural to value differences as theregis on concision by valuing differences as theregistes.  - Excellent propers.  - Excentines of Navy.  - Complies with physical readiness.  - Always lives up to Navy Core Values:  - HONOR, COURAGE, COMMITMENT.  - Reinforces others' efforts, meets personal commitments to learn.  - The model of achievasement.  - Excentines as theregists on the concision by valuing differences as theregists and popurance.  - Excentines and propers from concision by valuing differences as theregists and popurance.  - Excentines and propers from concision by valuing differences as theregists and popurance.  - Excentines and propers from concision by valuing	- Demonstrates exclusionary behaviors ball.  - Demonstrates exclusionary behaviors by all and exclusionary behaviors by all and exclusionary by all and exclusions by all unique differences as strengths.  - Excenplary personal appearance.  - Descriptory repronal appearance.  - Descr	Contribution to growth and development,	discipline and negatively	order and y affect Command	, -	of Nevy personnel. Positive ini	contributions fueriot on	•	- Initiates support progr civilien, and flumings t	ame for military, o achieve exceptio	ansi
diversity.    Consistently unsatisfactory appearance.   Exception or conduct.   - Exception personal appearance.   - Exception personal appearance personal appearance.   - Exception personal appearance personal appearance.   - Exception personal appearance personal personal appearance personal appearance personal appearance perso	diversity.    Consistently usastisfactory appearance.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent demonstrations.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leader in physical readiness.   Excellent personal appearance of Navy.   A leade	community.	<ul> <li>Demonstrates exclusion</li> </ul>	ary behaviors bails		- Values differences as strengths	r Footers		- The model of achiever	ment. Develops un	<u> </u>
Appearance, conduct, playsical fitness, adherance to Navy Core Values.  NOB	Appearance, conduct, physical fitness, adherance to Navy Core Values: HONOR, COURAGE, COMMITMENT.  NOB  36.  Creates conflict-unwilling to work with fibrers, put a self above (cam. Contributions towards: Learn building and team building and offering team direction.  **Takes initiative to meet goals.**  - Takes initiative to meet goals.**  - Plans/prioritizes effectively.**  - Develops innovative ways to accomptism mission.**  - Plans/prioritizes effectively.**  - Develops innovative ways to accomptism mission.**  - Plans/prioritizes effectively.**  - Plans/prioritizes effectively.**  - Mainsains superior readiness.**  - Mainsains superior readiness.**  - Mainsains superior readiness.**  - Mainsains superior readiness.**  - Gets jobs done earlier and far better the team of the policy	<u> </u>	diversity.			EO/EEO policy.			strengths.		<u> </u>
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NOB  Committee and committee a	NOB  Creates conflict-unwilling to work with others, puts self above team.  TEAMWORK: Contributions toward team builders, puts self above team.  Fails to understand team goals or team builders, puts self above team.  Fails to understand team goals or team builders, puts self above team.  Fails to understand team goals or team builders, puts self above team.  Fails to understand team goals or team builders, puts self above team.  Fails to understand team goals or team builders, puts self above team.  Fails to understand team goals or team techniques; or team techniques for team.  Fails to understand team goals or team techniques for team.  Fails to great techniques.  F				-	- Always lives up to Navy Core	Values: ATTMENT.	-			т.
36. TEAMWORK: Contributions toward: Contribu	36. TEAMWORK: Contributions towards: Fight to understand team goals or team building and team results.  - Deep and offers from direction.  - Takes initiative to sweet goals.  - Parally complete to plan or prioritize.  - Parally complete to	Values.	COMMITMENT.								
Contributions towards - Falls to understand team goals or - Understands team goals, employs good - Talented mentor, focuses goals and team building and team building and team mentor, focuses goals and teamwork techniques Learnwork techniques Accepts and offers team direction The best at accepting and offering team direction.	Contributions towards:  Fight to understand team goals or team building and team more techniques.  - Designot take direction well.  - Designot take direction well.  - Develops innovative ways to accomptismission.  - Takes initiative to meet goals.  - Develops innovative ways to accomptismission.  - Takes initiative to meet goals.  - Develops innovative ways to accomptismission.  - Develops innovative ways to accomptismission.  - Plans/prioritizes effectively.  - Maintains high state of readiness.  - Maintains superior readiness.  - Always gets the job done.  - Takes initiative.  - Develops innovative ways to accomptismission.  - Plans/prioritizes effectively.  - Maintains high state of readiness.  - Maintains superior readiness.  - Gets jobs done earlier and far better the	нов 🗌									
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direction.	ACCOMPLISHMENT AND INTERTATIVE: Taking initiative, planuing/prioritizing, achieving mission  - Takes initiative to meet goals.  - Develops innovative ways to accomplismission.  - Planu/prioritizes effectively.  - Planu/prioritizes effectively.  - Maintains high state of readiness.  - Maintains superior readiness, even with imited resources.  - Always gets the job done.  - Cets jobs done earlier and far better the	team building and	Elektrawork techniques.		}	teamwork techniques.		-  -	techniques for team.	•	
	- Takes initiative to meet goals.  - Develops innervative ways to accomplish accomplish to meet goals.  - Develops innervative ways to accomplish the properties of the plan of prioritize.  - Plans/prioritizes effectively.  - Plans/prioritizes with exceptional skill and foresight.  - Taking initiative,  - Plans/prioritizes with exceptional skill and foresight.  - Maintains high state of readiness.  - Maintains high state of readiness.  - Always gets the job done.  - Gets jobs done earlier and far better the		- and an brillion				west.			mai orceing scale	•
	Takes initiative to stort goals.   Develops innovative ways to accomplish mission.   Plans/prioritizes effectively.   December of planting prioritizes and foresight.   December of minimal prioritizes.   December of mission.   Develops innovative ways to accomplish mission.   Plans/prioritizes effectively.   December of planting prioritizes with exceptional skill and foresight.   December of planting prioritizes effectively.   December of planting p	NOB	<b>&gt;</b>	Г	վ ┌	) }	. [	[ [			Γ
21 Lacks initiative Takes initiative to meet goals Develops innovative ways to accomplish	ACCOMPLISHMENT - Unable to plan or prioritize.  AND INITIATIVE:  AND INITIATIVE:  Taking initiative, planning/prioritizing, achieving mission  - Fails to get the job done.  - Plans/prioritizes effectively.  - Plans/prioritizes effectively.  - Plans/prioritizes and foresight.  - Maintains high state of readiness.  - Cets jobs done earlier and far better the	1	- Lacks initiative.		<del> </del>	- Takes initiative to meet goals.				ways to accomplis	 sh
ACCOMPLISHMENT  - Unable to plan or prioritize.  - Plans/prioritizes effectively,  -  - Plans/prioritizes with exceptional skill	Taking initiative, Does not maintain readiness.  - Maintains high state of readiness.  - Maintains superior readiness, even with limited resources.  - Always gets the job done.  - Gets jobs done earlier and far better the	ACCOMPLISHMENT	- Unable to plan or prior	itize.	. }-	-Plans/prioritizes effectively.		<b> </b> -	-Plans/prioritiess with	exceptional skill	
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achieving mission - Fails to get the job done Always gets the job done Gres jobs done earlier and far better than expected.		achieving mission	-Fails to get the job don	e, 	_ -	-Always gets the job done,	_	}-	- Gets jobs done earlie	T and far better tha	אר. אר
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TRATE  ALPEANITY  Alphore or an extra critice good relevant  Alphore or an extra	o T T D D C (GIVI)	MISUMIX) I, MIROSLAV S			2. Grade/Rate ENS	3. Desig	1395		))(6)	
ACCIONAL  The state of the stat	PERFORMANCE TRAITS		2,0 Pro-			b	Above	Gree		ngirdi
CONCAL SECREMANCE: International Content of the Concept of the Con	ADERSHIP: penizing, motivating I developing others	of subordinates.  Pails to organise, creates problet the subordinates.  Does not set or schieve goals ret to commend substition and vision.  Lacks ability to cope with or tole stees.  Inadequate communicator.	r weithre -	- Effectivei subordina - Organiza- improvei - Setrachi- support o - Periscua - Cioar, tim - Ensarts s	ites, successfully, jespi souts and ufficience over useful, realisti command reliefue, well in streetful si sely communicator afity of personnel	lementing proces ion c goals that hartious.	ł I	subordinates and develops Sugarts organ develops pro efficiencies. Londination of further ocean	mech inghest ke jest, gehaf fores mechanism gehaf fores mechanism gehafen der	ivel of growth sight, it is and sinstically all vision.
Attack qualifications are required  TOTAL  RECENTAL COLOR  REC	·	1. 1.	. [] [	, -  · · ·		_		Makes velocity in marketing to Constantly in production	dinates safety-o pariety model; aproved the per lives of others.	conscious,
Incomined intending this individual for act cases milestonic) as follows: (maximum of New) contendations may be five demonstrative schools or duty subspanish used as 1.EVO DEFT CPO.  A. CMC. CWO. LUD. Deep Histor. 20 (DEC. O. Marks, and 20 marks in New 2 to marks	ACTICAL REPORMANCE: Influe qualified foors only) air and tectoral ployment of weapon stead.	expected for the rank and exper- -ion difficulty in ship(s), aftered beforespine yearch employment Below offices in knowledge and employment:  Whiteve shills in specialty are below standards completed to offices of gents instead	versce.	and expe - Capably weapons warfare s	cted. employs ship(i), ai systems. Equal to moveledge and any skills in specialty o	menth, or others in playment.		Pally qualifi- for stak and Innovatively aircraft, or v above others and employs Warfare skill Others of an	d at appropiate experience, employs ship(s espone systems in was fine kno- nent, is in appointly to	ievel ), . Weli wiedge
COMMENTS ON FIRST MANNE: All 10 marks, there 20 marks in Stock 14 to be seen firstly substantiated in comments. Comments manual be verifiable, at must be 10 or 12 Penis (size the upper and however case.)  This report is drafted upon the occasion of transfer to Training Wing FOUR, Corpus thristi, TX for Advanced Flight Training. A Not Observed' report is submitted for continuity purposes.  Maintained outstanding military bearing appearance and demeanor.  Maintained outstanding military bearing appearance and demeanor.  Promotion NOS Significant Progressing Promotable Promote Promote COMFRAWING FIVE 7480 USS ENTERFRISE STREET SUITE 205.  MILITON FL 32570-6017  Date: MARKY  Most of Individual Evaluated. There seen this report, been apprised of more performance, and understand mylight to make a statement. I do not intend to submit a statement. Date:  Date: MARKY  Date: Date	. I recommend ser	nav betilor entimetitive achoris:	OF GUEV MAINTENANCE	is such as: L	CPO. DEET CP(		<u>                                     </u>			
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Dete:     Dete:   Dete:     Dete:					appearance	e and der	neanor.			
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and signature of Regular Reporting Senior on Concurrent Report	Promotion ecommendation 2. IDIVIDUAL 3.	Stanifican			Must	Early	44. Regord COMTRI 7480 U SUITE	Wing Fi ISS Enti 205.	VE RPRISE	
Dufet .	Prorhotion ecommendation !	NOB Simificant	Progressing  Dete: 160	Promotable	Must Promote  46. Signsture of performance, a	Estly Promote	44. Reporti COMTRA 7480 U SUITE MILTON PARAMENTAL TO PARAMENTAL TO	AWING FIUSS ENTE 205. FI 32. Were seen this make a stable pot intend in	RPRISE 570-6017 riport, been sent."	mprised of m

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1. Name (Last, First M ZILBERMAN,	ISuffix) MIROSLAV	S		2. Grade/Rate LTJG	3. Desig	395	4(b)(6	5)
5. ACT TAR IN/	ACT AT/ADSW/ 265	6. UIC 7	. Ship/Stati CTV	on V-4 NAS CORPC	TX		omotion Status GULAR	9. Date Reported 04DEC04
Occasion for Report	Detachment 11, of Individual	Detachment	of r	<u> </u>	Period of P	teport 04DEC		05JUN01
10. Periodic	Type of Report	12. Reporting S	entor	13. Special	<del></del>	l Readiness		Subcategory (if any)
Report X	17. Regular X	18. Con	urrent	19. Ops Cdr		/WS		NA
<sup>22. Re</sup> (b)(6)		23. Grade 2 LCDR	24. Desig 1310	25. Title STUCON OFF:	ICER	26. UIC 528	12 (b)(	6)) 📜
28. Command employs	nent and command act	nievements.	ise fli	ight and academic	c train	ing as	may he di	rected by
	Naval Air T		100 443	igno ina academi.	o LLua.		4	100000 27
29. Primary/Collateral	Watchstanding duties.	(Enter primary di	ity abbrevia	ation in box.)		<u>B</u>		
SNA	Stu	dent Nava			ding:	SDO, A	RDO, WDO.	LV/TVL:
04DEC02-04DE	C03.							
) ·						) <del>)</del> )		
For Mid-term Counseling enter 30 and 31 from cour	Use. (When completing I useding workshoet, sign 32		Counseled OT RE	Q 31. Counselor	1	// 32. S	gnature of Individua	il Counseled
PERFORMANCE TR standards; 4.0 - Excee	AITS: 1.0 - Below stan ds most 3.0 standards;	dards/not progres 5.0 - Meets overa	sing or UN: Il criteria ar	SAT in any one standard; 2.0 and most of the specific standard	Does not y	et meet all 3 Standards an	3.0 standards; 3.0 e not all inclusive.	- Meets all 3.0
PERFORMANCE TRAITS	1.0° Below Stand	ards	2.0 Pro-	3,0 Meets Standards	1	4.0 Above Standards	Greatly Ex	5.0 ceeds Standards
33. PROFESSIONAL	-Lacks basic professional perform effectively.	knowledge to	-	- Has thorough professional know		•	- Recognized expert, difficult problems.	, sought after to solve
EXPERTISE: Professional knowledge	-Cannot apply basic skills	<b>.</b>		-Competently performs both rour new seks.		-	<ul> <li>Exceptionally skills executes impovative</li> </ul>	ed, develops and e ideas.
proficiency, and qualifications.	<ul> <li>Fails to develop professional achieve timely qualificate</li> </ul>	onally or tions.	-	-Steadily improves skills, achieve qualifications.	es timely	•	<ul> <li>Achieves carly/big qualifications,</li> </ul>	nly advanced
[								
NOB			6					
34. COMMAND OR	<ul> <li>Actions counter to Navy recalistment goals.</li> </ul>			Propitive londership supports Na retention goals. Active in decre	ating attrition.	-	retention and redu	butes to Navy's increased ced attrition objectives.
ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY:	-Uninvolved with mento development of subordi			Actions sasquately excourage's	naj growii.	]-	in subordinates' po	semplary mentor. Involved has been been been been been been been bee
Contributing to growth and development,	- Actions counter to good discipline and negatively	order and		- Demonstrates appreciation for of Navy personnel, Positive inf	contributions	<b>-</b>	-Initiates support o	rograms for military, ies to achieve exceptional
human worth, community.	Organizational climate Demonstrates exclusion	ary behavior. Faila		Command climate Values differences as strongths			Command and Or -The model of achi	ganizational climate. ievement. Develops unit
NOB	to value differences from diversity.	n caldural		atmosphere of acceptance/inch EO/EEO policy.			cohesion by valuit strengths:	ng differences as
35, MILITARY BEARING	- Consistently unset is fact - Unset is factory demonstra	of Stanuct.	7	- Excellent personal appearance Excellent demeanor or conduct		<u> -</u>	- Exemplary person - Exemplary represe	al appearance. entative of Navy.
CHARACTER Appearance, conduct,	-Unable to most one or i	Hore physical	-	<ul> <li>Complies with physical reading program.</li> </ul>		-	-A leader in phys	sical readiness.
physical fitness, adherance to Navy Core		COURAGE,	-	- Always lives up to Navy Core HONOR, COURAGE, COMM		-	-Exemplifies Navy HONOR, COUR	Core Values; AGE, COMMITMENT,
Values,	COMMITMENT.			·		ļ	}	
NOB								
36. TEAMWORK:	- Creates conflict, unwill with others, purs self al	r ing to work · bove team	-	- Reinforces others' efforts, mee commitments to team.	ts personel	-	-Team builder, ins	pires cooperation and
Contributions towards	Falls to understand tear teamwork techniques.	n gods or	-	- Understands team goals, empl teamwork techniques.	oys good	]-		focuses goals and im.
tenni results.	- Does not take direction	well	-	- Accepts and offers team direct	tiot.	-	<ul> <li>The best at acception,</li> </ul>	ting and offering team
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NOB 7	Ĺ <u> </u>			]		] [	]	
37. MUSION	- Lacks initiative.		-	- Takes initiative to most goals.		-		tive ways to accomplish
ACCOMPLISHMENT AND INITIATIVE:	- Unable to plan or prior	ritize.	-	~Plans/prioritizes effectively.		}-	missionPlans/prioritizes and foresight.	with exceptional skill
Taking initiative	- Does not maintain read	liness.	<b>}</b> -	-Maintains high state of reading	eze.	<b> -</b>	- Maintains Superio	or readiness, even with
achieving muselon	-Fails to get the job don	e.	-	- Always gets the job done.		<u> </u> -		arlier and far better than
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NAVPERS 1610/2 (03-02)

FILLNESS K	CFUK! A	MD CO	ONSET	ING KE		7-06) (CC	m uj	RCS BUPERS 1610-1
1. Name (Last, First N ZILBERMAN	Al Suffix) , MIROS I	AV S			2. Grade/Rate LTJG	3. Desig	1395	<b>(b)(6)</b> 4
PERFORMANCE TRAITS	Belov	1.04 . v Standards	2. Pr gres	O O- Jiang	3,0 Mosta Standaro	Is	4.0 Above Standards	Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/ of subordinates. - Palls to organize, for subordinates. - Does not set or as to command mis- - Lacks ability to o stress. - Inadequate comm - Tolerates hazarda	creates problem thleve goals rate sion and vision, ope with or toler numicator,	weißtre - s - vant - nte -	- Effectives subordin - Organize improve - Sets/achi support c - Performs - Clear, tir	s succestfully, imp neats and efficience eves useful, realisti command mission, well in stressful sharely communicator safety of personnel	lementing proces ics. c goals that mations.		- Inspiring motivator and trainer, subordinates such highest level of growth and development.  - Superb organizars, great foresight, develope process interovernents and efficiencies.  - Landership achievements dramatically figher command mission and vision.  - Paysevers through the toughest challenges and inspires others.  - Exceptional assimumicator.  - Makes subordinates safety-conacious, maintains top safety record.  - Constinity improves the personal and professional lives of others.
39. TACTICAL PERPORMANCE: (Warfare qualified officers only) Basic and tectical employment of weapons systems,	- Has difficulty attempeded for the: - Has difficulty in: or wonponer syste Below others in I employment Warfare skills in below standards others of same re experience.	rank and experie ship(s), aircraft ens employment imowledge and apecialty are compared to	nce.	and expe - Capably weapons warfare	maifications as required, employs ship(s), ai systems. Equal to knowledge and employs skills in specialty a same rank and employs and employs and employs and employs a same rank and employs a same r	reralt, or others in olivers in our others in olivers in our others in our our others in our		Fility qualified at appropiate level for rank and experience.  Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.  Warfare skills in specialty exceed others of same rank and experience.
NOB								
40. I recommend scre Recommendations m SEA, CMC, CWO, L	av he for comnet	itive schools o	r được assignm	ents such as: La	CPO. DEPT CPC			
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Promotion Recommendation	NOB	Problems	Progressing	Promotable	Must Promote	Early Promote		ng Senior Address WINGFOUR
42. INDIVIDUAL #	N N							FTH ST. SUITE 105 CHRISTI, TX -5232
(b)(	6)			Jaranos	46. Signature of performance, a lintend to sub-	nd understand i	my right to n	ave seen this report, been apprised of my make a statement."  not intend to submit a statement. X  Date: DIJUNDS
Member Trait Avera		<u> </u>	oup Average: one of Regular	Reporting Seni	or on Concurren	Remort		
ret a provincino gra		-w; <b>-</b> ww 31 <b>3</b> 481	∞a as sia¶ang	essharring nem	e, ve especial	- stopus		Date:

LIINE22 K	EPORT & CC	JUNSELL	NG KL	CORD (E7-O6)		·- <u>-</u>	RCS BUPERS 1610-1
	, MIROSLAV	s		2. Grade/Rate LTJG	3. Desig 131	5	(b)(6)
5 ACT TAR D	NACT AT/ADSW/	6.UIC 30777	7. Ship/Stat CT		TX		tion Status 9. Diste Reported ULAR 05JUN01
Occasion for Report 10. Periodic	Detachment X	Detachmen 12. Reporting 5		13. Special	Period of Report 14. From: 0	JUNO:	2 15 To 06APR05
16, Not Observed Report X	Type of Report 17. Regular X	15, Con	current	] 19. Ops Car	20, Physical Re		21, Biller Subcategory (if any)  NA
22. Reporting Serior	(Last FIMD	23. Grade CDR	24. Desig 1310	25. Title		.uic 09239	(b)(6)
28. Command employ	vmont and command ach	Jevements.		g for Navy and Ma		<u>Zj</u>	
	ight training					) ,t	A A
	l/Watchstanding duties.				<u>_</u>		
ST	<u>U .                                    </u>	C2 Advanc	ed Fli	ght Training Cur	ciculum ((	-2A-0	007A) (24 Wks)
For Mid-term Courselin enter 30 and 31 from co	ng Use. (When completing Formacling worksheet, sign 32		Counseled T PER	F 31, Courselor		32, Signet	ture of Individual Counseled
PERFORMANCE TI standards; 4.0 - Exce	RATTS: 1.0 - Below stane eds most 3.0 standards;	dards/not progres 5.0 - Mects overs	sing or UN	SAT in any one standard, 20 and most of the specific standard	Does not yet me	et all 3,0 s reds are no	tandards; 3.0 - Moots all 3.0 t all inclusive.
PERFORMANCE TRAITS	1.0° Below Stande	rds :	2.0 Pro-	3.0 Monte Standards	Ab Stan	O118	5,0 Greatly Exceeds Standards
33, PROFESSIONAL	- Lucku basic professional perform effectively.	_	-	- Has through professional know	- !	410	cognized expert, sought after to solve ficult problems.
EXPERTISE: Professional knowledge profesioncy, and	- Fails to develop profession	maily or	- - <u>/</u> 4	- Competently pursuints both routing the saids Statistics improves skille, achieve quantications.	s timely -	-Ac	reptionally skilled, develops and scutes innovative ideas. Nerves early/highly advanced
qualifications.	achieve timely qualificati	004.		quantantantantantantantantantantantantanta		Que	diffications.
NOB _							
COMPAND OR ORGANIZATIONAL	-Actions counter to Nevy's rectletment goals. -Uninvolved with mentori	og or professional		- Fostive leadership supports Nav Systemics gods, Active in decrease - Actions adequately encourage/su	läng attrition. Ipport –	rete -Pro	merably contributes to Navy's increased rotion and reduced attrition objectives. active leader/axamplary manter. Involved
CLIMATE/EQUAL OPPORTUNITY: Contributing to growth	development of subordin  - Autions counter to good o	peier and		subordinates personal/profusion for or	petributions -	to p	subordinates' personal development healin professional growth/sustained commitmen listes support programs for military,
human worth, community.	cliscipline and negatively Organizational climate.  -Demonstrates exclusiona to value differences from	adhot Command/ cy bolawior, Balka	<b>,</b>	of Navy personnel, Positive Infl. Command climate. -Values differences as strongths.	Fosters	Co	ilien, and fumilies to achieve exceptional stream and Organizational climate, e model of achievement. Develops unit
NOB	divoraty.			atmosphere of acceptance/inclus EO/EEO policy.	ion per		tonion by valuing differences as
CHARACTER	- Consistently unsatisfactory - Unsatisfactory demonstrat - Unable to misst one or rife	int physical	-	<ul> <li>Excellent personal appearance.</li> <li>Excellent degreener or confuct.</li> <li>Complies with physical readines.</li> </ul>	.	-Ex	emplary personal appearance. emplary representative of Nevy. Icader in physical readiness.
Appearance, confrict, physical fitness, adherance to Navy Core	rendinas standinis Palis to live up to one or Core Value: HONOR, C	MOVE Nevy QUILAGE,	-	programs.  -Always lives up to Navy Core V HONOR, COURAGE, COMMI			emplifies Newy Core Values: NOR, COURAGE, COMMITMENT.
Values.	CONDITION						<b></b>
NOB	-Create soullist, unwilling	g to work		-Reinferoes others' efforts, moets	Detrocus) -	Te	am builder, impires cooperation and
TEAMWORK: Contributions severals team building self	- Creates secilial, unwilling with others puts self about fails to understand team teamwork sechniques.	ve toam. goals or	_	conveniences to team.  - Understands team goals, employ teamwork techniques.	· .	- 7s	igrees. lented menior, focuses goels and kulques for team.
town training	-Does not take direction w	reil.	<b>-</b>	- Accepts and offers team direction	<b>12</b> .	-Th	e best at accepting and offering town section.
NO.							Γ
37. MUSSION	- Lacks initiative.		•	-Takes initiative to meet goals.		-De	velope insovetive weys to accomplish
ACCOMPLETIMENT	1		<b>.</b> .	- Plane/prioritizes effectively.	<u> </u> -	- Pie	stion. Ma/prioritiaes with exceptional skill d Streeight.
Taking initiative, planning/prioritizing, achieving mission	- Does not maintain readin - Fails to get the job done.		•	<ul> <li>Maintains high state of readiness</li> <li>Always gets the job done.</li> </ul>	†   †	-Ge	uintains superior readiness, even with tifed rescurces. As jobs done earlier and far bester than
нов	·			-			pecial,
NAVPERS 1610/2 (03-02)	<del>!</del>			<del>'</del>			

I. Name (Last, First ) ZILBERMAN PERFORMANCE TRAITS	MIROSLAV S						
		·····		2. Grade/Rate, LTJG	3. Desig	1315	(b)(6)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)(4)
INCATE	1.00 Below Standards	2.0 Fro-		3.0 Moots Standards		4.0 Above Standards	5.0 Greatly Exercise Standards
A. BADERSHIP: typusking, motivating ad developing others accomplish gunk.	Neglects growth/devalopment of subordinates. Falls to organise, creates probifer subordinates. Does not set or actions goals to communal mission and visit. Lacks stillly to cope with or to stress. Teadequate communicator. Tolerates heards or usually property.	or weithere - leass -	- Ethetiv seboirdi - Organia inspense - Seteleti reppert - Parliam - Clarr, si	oly stimulates growth/ anted. my supposefully, imple ments and difficiencies invest unafit, restinite; command minolon. In well in attracted sine mely communicate. authy operational or	naming proce i, pais that stices.	-	- Inspiring motivater and trainer, subordinase reach highest level of growth and development.  - Supert or partier, greaf ferreight, develops process; greaf ferreight, develops process; seasinorumants and officianise.  - Londorfilly athievements dramatically furtier operannell mission and vision.  - Personnel through the toughout the langue and impires others.  - Beinglianet comment inster.
нов 🗀		. <u> </u>		ı	Γ-	-	maintain top mility record.  - Constantly improves the personal and professional lives of others.
A. PACTICAL	Has difficulty attaining qualific expected for the rank and expe Has difficulty in strip(s), street or weapons systems; employee Relaw obsert in incoverage on employment.  Wather skills in specialty are below standards compared to others of smin runk; said experience.	intence.	nnd oop Capably waspon warne	qualifications as requirected, anaptoys ship(s), sires a systems. Equal to off irraveledge and empty sirils in appointly equal to see a sirils in appointly equal contents and exper	and, or sen in young		Pally specified at appropriate level for rank and experience.  for rank and experience.  chancestively employs ship(s), aircraft, or weapons systems. Well above others in wer fare knowledge and employment.  Warfare skills in specialty expeed others of same rank and experience.
HOB			]				. · [
P. I recommend scre	ening this individual for next my be for competitive schools HG, Dept Head, XO, OK, C	t career milestone(s or duly nesignmen	) as follows: sta such as: L	(maximum of two) CPO, DEPT CPO,			
LTJG Zilbe received l	o under train erman success his "Wings of satisfactory	fully con	nplete	ar 06. H	d fliq is per	ght tra	aining and
	ouctorace,			з,			nce as an officer
				s.			nce as an officer
Promotion accommendation 2. NDIVIDUAL 3.	NOS SIGNIS		Promotable	Must	Barfy. Promote	TRAÎNIA CHIEF S	Senior Address Senior Address SENIOR AIR WING TWO STAFF OFFICER SAIN STREET STE 310 LLLE TX 78363
·	NOB Similarian  X  Suttemary C	Progressing 1  Date: 03	Agr OL	Must Promote	dividual By anderstand a	TRAINING CHIEF S 614 MCC KINGSVI	Sonior Address IG AIR WING TWO STAFF OFFICER ZAIN STREET STE 310

FITNESS R	EPORT & CO	UNSELI	<u>ng ri</u>	CORD (E7-06)	<u> </u>		RCS BUPERS 1610-1		
1. Name (Last, First N ZILBERMAN	n Suffix) , MIROSLAV	S		2. Grade/Rate LTJG	3. Desig	310	(b)(6)		
S. ACT TAR IN	ACT AT/ADSW/	6.UTC 30680	7. Ship/Stat	ion VAW-120			omotion Status 9. Diffe Reported EGULAR 5.06APR06		
Occasion for Report  10. Periodic X	Detachment 11. of Individual	Detachmen	it.of	] 13. Special [	Period of I 14. From:		R06 15. To: 07FEB28		
16. Not Observed X	Type of Report 17. Regular X	18. Con	Icument	19. Ops Cdr		al Readines	s 21 Billet Subcategory (if any) NA		
22. Reporting Coning	Last FLMI)	23. Grade	24. Desig	25. Title		26. UIC			
28. Command employ	ment and command ach	LCDR levements.	1320	<del></del>	-	095	N A		
				and Naval Airca			uct combat operations authority.		
				·					
STUDENT	/Watchstanding duties. PILOT Pil	(Enkarphimary d Ot Under	-						
						//			
enter 30 and 31 from cou	Use. (When completing F inselling worksheet, sign 32	.) N	te Counseled IOT RE				ignature of individual Counseled		
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 20 Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0° • Below Standa	ırds	2.0 Pro- gressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards.		
33. PROFESSIONAL	- Lacks basic professional perform effectively.	_	•	- Has thorough professional know	-	-	- Recognized expert, sought after to solve difficult problems.		
EXPERTISE: Professional knowledge proficiency, and	- Cannot apply basic skills Fails to develop profession		•	- Competently performs som ry new lacks. - Steedly improves skills, achie qualification			Exceptionally skilled, develops and executes innovative ideas.     Achieves early/highly advanced.		
qualifications.	achieve timely qualificati	ons.	Ŋ	/qualification			qualifications.		
NOB									
34. COMMAND OR	- Actions counter to Navy recallstracts goals.	25		- Positive lendership supports N presention goals. Active in decr	casing attrition.	-	- Measurably contributes to Navy's increased retention and reduced attrition objectives.		
ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY:	- Uninvolved with mentori development of subordin	ing or professional ales.		Actions adequately encourage subordinates personal/profess	ional growth.	- 	<ul> <li>Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment</li> </ul>		
Contributing to growth and development,	<ul> <li>Actions counter to good discipline and negatively</li> </ul>	neder and affect Command/	-	- Demonstrates appreciation for of Navy personnel. Positive in Command climate.	contributions flucnce on	-	-Initiates support programs for military, civilian, and families to achieve exceptional		
human worth, community.	Organizational climate Demonstrates exclusiona to value differences from	ry behavior. Faits cultural		<ul> <li>Values differences as strength atmosphere of acceptance/inci-</li> </ul>	s. Fosters Jusion per	ŀ ┌┐	Command and Organizational climate.  -The model of achievement, Develops unit cohesion by valuing differences as		
35.	diversity Consistently unsatisfactor	ly appearance.	7 <u> </u>	EO/EEO policy.  - Excellent personal appearance	 ,	- <del></del>	- Exemplary personal appearance.		
MILITARY BEARING/ CHARACTER Appearance, conduct,	- Unsatisfactory democracy - Unable to meet one or m readiness standards	or conflict.	:	- Excellent demeanor or condoc - Complies with physical reading program.		:	- Exemplary representative of Navy A leader in physical readiness.		
physical fluress, adherance to Navy Core Values.	- Fails to live up to one or	more Mavy QURAGE,	<b>]-</b>	-Always lives up to Navy Core HONOR, COURAGE, COM	: Values: MITMENT.	·	-Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.		
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36.	Creates confiler, unwilling			-Reinforces others' efforts, mo		<u> </u>	- Team builder, inspires cooperation and		
TEAMWORK: Contributions towards	with others puts self abo - Pails to understand team	yve team.		commitments to team Understands team goals, emm	•		progress Talented mentor, focuses goals and		
team building and	leafnwork techniques.  Does not take direction to	weli.		teamwork techniques Accepts and offers team direc	tion,	-	techniques for team.  The best at accepting and offering team direction.		
				:					
NO				ļ					
MISSION ACCOMPLISHMENT	- Lacks initiative.	·	-	- Takes initiative to meet goals		<b>!</b>	- Develops innovative ways to accomplish mission.		
AND INITIATIVE:	- Unable to plan or priorit    - Does not maintain read;			- Plans/prioritizes effectively Maintains high state of readir	1C9S.		-Plans/prioritizes with exceptional skill and foresight. -Maintalas superior readiness, even with		
planning/prioritizing, schicking mission	- Fails to get the job done		.	-Always gets the job done,	<del></del>		limited resourcesGets Jobs done earlier and far better than		
NOB				. :			expected.		
NAVPERS 1610/2 (03-02)	<u></u>			<u> </u>		<u></u>	·		

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. Name (Last, First N ZILBERMAN					2. Grade/Rate LTJG	3. Desig	1310	(b)(6);
PERFORMANCE TRAITS	1,0* Below Standards		2.0 Pro- gressing		3.0 Meets Standar	nds	4.0 Above Standard	5.0 Greatly Exceeds Section
s.  EADERSHIP: regarizing, motivating and developing others accomplish goals.	-Neglects growth/developments of subordinatesFalls to organize, creates problem subordinates Does not set or achieve goals to command mission and vision Lacks ability to cope with or to stressInadequate communicatorTolerates hazards or unsafe pro-	elevant a, lerate	-	subordina - Organize improves - Sets/achl- support of - Performs - Clear, tin	es successfully, im- ments and efficien- eves useful, realis- command mission, well in stressful s nely communicato safety of personnel	plementing proce cies. It's goals that inutions.	la - }	Inspiring modywise and trainer, subordinates reach highest level of growth and development.  Superb organizer, grant foresight, develops process improvements and efficiencies.  Londership achievements dramatically further command in lation and vision. Perseveres through the toughest challenges and imprires others.  Exceptional confinumicator.  Makes subordinates safety-conscious, maintains top safety record.
NOB							J &	-Constituty improves the personal and professional lives of others.
ACTICAL REFORMANCE: Varifier qualified ficers only) use and tactical nelborment of westpons stems.	-Has difficulty attaining qualifi- expected for the rank and expe- Has difficulty in ship(c), alreat or westpons systems employment Below others in knowledge an employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	eienoe. uit ént. d		and expe -Capably weapons warfare i	ualifications as re- cood, employs ship(s), a systems. Equal to knowledge and em skills in specialty same rank and ex	incraft, or others in ployment.		- Fully qualified at appropriate level for rank and experience Innovatively employs ship(s), alterati, or weapons systems. Well above others in warfare knowledge and employment Warfare skills in specialty exceed others of same rank and experience.
NOB	ening this individual for nex ay be for competitive schools			6."	· · · · · · · · · · · · · · · · · · ·		1	
-	is submitted for reporting period	1	inuit	`_ <i>\``</i> _			nder j	nstruction
-		or cont	inuit	`_ <i>\``</i> _			nder i	nstruction
-		or cont	inuit	`_ <i>\``</i> _				
Promotion Lecommendation 2. NDIVIDUAL 3.		or cont	cinuity of Zilli	`_ <i>\``</i> _			44. Repo XO, V	nstruction  ting Senior Address 'AW-120 BELLINGER BLVD PLK, VA 23511-2216
Promotion Recommendation 2. NDIVIDUAL STATE OF TRANSPORT	NOB Significant Problems	Progress  Date  Group Aven	inuity of Zilling Pro	motable	Must Promote  46. Signature of performance, a lintend to sub CERTI	Early Promote  findividual E mit a statemen FIED CO	44. Repol XO, V 1027 NOROF	ting Senior Address 'AW-120 BELLINGER BLVD PLK, VA 23511-2216  have seen this report, been apprised of my make a statement."
Promotion Recommendation 2. NDIVIDUAL 3. UMMARY	NOB Significant Problems	Progress  Date  Group Aven	inuity of Zilling Pro	motable	Must Promote  46. Signature of performance, a lintend to sub CERTI	Early Promote  findividual E mit a statemen FIED CO	44. Repol XO, V 1027 NOROF	ting Senior Address 'AW-120 BELLINGER BLVD 'LK, VA 23511-2216  have seen this report, been apprised of my make a statement." So not intend to submit a statement.

FIINESS KI	EPORT & COU	NSEL <u>II</u>	NG RE	CORD (E7-O	5)	_	RCS BUPERS 1610-1
	, MIROSLAV S			2, Grade/Rate LTJG	3. Desig	.310	4 (b) (6) # 4#
s. act ! tar in	ACT AT/ADSW/ 6. U	10 0680	7. Ship/Stat	VAW-120	1		romotion Status 9. Date Reported EGULAR 206APR06
Occasion for Report  10. Periodic		Detachment Reporting S		. 13. Special	Period of 14. From:	Report 07MA	R01 15. To: 07APR08
16. Not Observed Report X	Type of Report 17. Regular X	18. Can	current _	19. Ops Cdr		al Readines P/WS	S 21 Biller Subcategory (if any) NA
22. Reporting Senter (10) (6)	The same of the sa	Grade :	24. Desig 1320	25. Title XO	; !	26. UIC 095	
28. Command employ	ment and command achiever	nents.			crewmen t		uct combat operations
	and C-2A aircra						
	/Watchstanding duties, (Ente				<u> </u>	E. J	
STUDENT	PILOT Pilot	Under :	Instru	ction.			
i							
For Mid-term Counseling enter 30 and 31 from cou	Use. (When completing FITRE unseling worksheet, sign 32.)	P, 30, Det	Counseled OT RE	Q 31. Counselor		. 1	Signature of Individual Counseled
PERFORMANCE TR standards; 4.0 - Exces	AITS: 1.0 - Below standards ds most 3.0 standards; 5.0 -	/not progres Meets overs	sing or UN il criteria a	SAT in any one standard nd most of the specific sta	20 Does not underde for 5.0.	yet moet all : Standards a	3.0 standards; 3.0 - Meets all 3.0 re not all inclusive.
PERFORMANCE TRAITS	1.0° Below Standards		2.0 Pro- gressing	3.0 Meets Standar		4,0 Above Standards	5.0 . Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE:	Lacks basic professional know perform effectively.     Cannot apply basic skills.	edge to		- Has thorough professional	1		Recognized expert, sought after to solve difficult problems.     Exceptionally skilled, develops and
Professional knowledge proficiency, and qualifications.	- Fails to develop professionally achieve timely qualifications.	or	•	new lasks.  Stead by improves skills, ad	[	[- -	- executes innevative ideas Achieves early/highly advanced qualifications.
dammenium	ectere miner quantizations.	_					descrivements.
NOB	<b></b>						
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL	<ul> <li>Actions counter to Navy's reter reenlistment goals.</li> <li>Uninvolved with mentoring or development of subordinates.</li> </ul>	Â		<ul> <li>Positive leadership supports retention goals. Active in de         -Actions adoquately encours subordinates personal/profe</li> </ul>	ocressing attrition. ge/support		<ul> <li>Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>Proactive leader/exemplary mentor. Involves in subordinates' personal development leading</li> </ul>
OPPORTUNITY: Coardbuding to growth and development,	- Actions counter to good order	and Command/		- Demonstrates approclation of Navy personnel. Positive	1	<b>-</b> .	to professional growth/sustained commitme -initiates support programs for military, civilian, and families to achieve exceptional
human worth, community.	Organizational climate.  - Demonstrates exclusionary bill to value differences from culture.			Command climate.  - Values differences as streng atmosphere of acceptance/s	nhs. Forcers	-	Command and Organizational climate.  -The model of achievement, Develops unit cohesion by valuing differences as
35.	diversity.  - Consistently unsatisfactory and - Unsatisfactory demeaner or co		₹ <u> </u>	- Excellent personal appears	ijoe.	<u>                                     </u>	- Exemplary personal appearance.
CHARACTER Appearance, conduct, physical filmess,	Unable to most one or more pleasures standards.  Falls to live up to one or more.	nysical	•	- Excellent demonar or con- -Complies with physical rea program.	diness 	<u> -</u>	- Exemplary representative of Navy A feader in physical readiness.
adherance to Navy Core Values.		AGE,	-	-Always lives up to Navy Co HONOR, COURAGE, CO	MMITMENT.		- Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
NOB					<u>.</u>		
36. TEAMWORK: Contributions towards	Create conflict, unwilling to with others puts self above to - Fails to understand team goals	m.	•	Reinforces others' efforts, recommitments to learn.     Understands team goals, er	i ·	-	- Team builder, inspires cooperation and progress.
team building and	Minwork techniques.  Does not take direction well.	O.		- Orderstands schaigues Accepts and offers team di	1	<u>.</u>	- Talented mentor, focuses goals and techniques for team The best at accepting and offering team.
I p							direction.
NO.			<u>.                                     </u>		<u> </u>		
MISSION ACCOMPLISHMENT	- Lucks initiative Unable to plan or prioritize.		• -	- Takes initiative to meet go - Plans/prioritizes effectively			Develops innovative ways to accomplish mission.     Plans/prioritizes with exceptional skill
AND INITIATIVE:	- Does not maintain readiness.		-	-Maintains high state of rea	diness.	.	and foresight Maintains superior readiness, even with
planning/prioritizing, achieving mission	- Fails to get the job done.			- Alwaya geta the job done.	 		limited resources. Gets jobs done carller and far better than expected.
NOB							
NAVPERS (6)0/2 (03-02)							1

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PERFORMANCE TRAITS	1.0° Below Standards	2.6 Pro	<b>≻</b>	3.0 Moots Standard	s	4,0 Abov Standar	5,0 Greatly Exceeds Standards
EADERSHIP: remailing, multivating and developing others accomplish goals.	Neglocts growth/development of subordinates. Fails to organize, creates proble for subordinates. Does not set or achieve goals re to command mission and vision Lacks ability to cope with or to stress. Inadequate communicator. Tolorates hazards or unaafe pro	r weifare -	- Effective subordin - Organize improve - Sets/ach support - Perform - Clear, tis	is successfully, impl ments and efficience leves useful, realistic command mission. I well in stressful sit mely communicator, safety of personnel	ementing proce es, c goals that uations,	in -	Inspiring motivates and trainer, subordinates paich highest level of growth and development.  Superb organizer, spin foresight, develops process improvements and efficiencies.  Leadership achievements dramatically further command in lesson and vision.  Pareveres through the toughest challenges and implication.  Exceptional contraunicator.  *Makes subordinates safety-conaclous, maintains top safety record.  Constantly improves the personal and professional lives of others.
NOB  ACTICAL ERFORMANCE: Warfare qualified (ficers only) asic and tactical uployment of weapons ystems.	below standards compared to others of same rank and	rience. t nt.	and expo - Capably weapons warters	qualifications as required, compleys ship(s), alice systems. Equal to o knowledge and emp skills in specialty expenses and expenses are expenses and expenses and expenses and expenses and expenses are expenses and expenses and expenses and expenses are expenses and expenses and expenses are expenses and expenses and expenses are expenses and expenses are	craft, or thera in loyment		Fully qualified at appropriate level for rank std experience.  -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.  -Warfare skills in specialty exceed others of same rank and experience.
NOB []	experience.	<u> </u>		4			
0. I recommend scre	ening this individual for next sy be for competitive schools DO, Dept Head, XO, OK, Co	or duly assignme	ants such as: Lu	CPO. DEPT CPO		<u>-1</u>	<u></u>
oy this squ	nd syllabus, fli adron. Overall herefore Block 1	performan	ce has	een measu	red by	grade	nigh standards required s in the training
·	•						
Promotion	Significant Significant	Progressing	Promotable	Must	Burly	44. Repo	nting Senior Address
Recommendation	Significant Problems	Progressing	Promotable			44. Repo	rting Senior Address VAW-120 BELLINGER BLVD
tecommendation  2.  VDIVIDUAL	Significant	Progressing	Promotable	Must	Burly	44. Repo XO, 1027	ŸA₩-120
Recommendation  2. NDIVIDUAL  3. UMMARS  O  (C)	Significant Problems  Y	Date:	Promotable	Must Promote  46. Signature of performance, and I intend to subm	Early Promote Individual Es d understand it a statement	44. RepoxO, 1027 NORO	VAW-120   BELLINGER BLVD
Recommendation  2. NDIVIDUAL  3. UMMARS  O  O  Member Indicavera	Significant Problems  Y	Date:	2/13/67	Must Promote  46. Signature of performance, an 1 intend to subm CERTIF	Early Promote  Individual Est dunderstand it a statement. TED CO	44. RepoxO, 1027 NORO	VAW-120 BELLINGER BLVD FLK, VA 23511-2216  Thave seen this report, been apprised of my or make a statement."  do not intend to submit a statement.
Recommendation  2. NDIVIDUAL  3. UMMARS  O  O  Member Indicavera	Significant Problems  Y  Suramery G	Date:	2/13/67	Must Promote  46. Signature of performance, an 1 intend to subm CERTIF	Early Promote  Individual Est dunderstand it a statement. TED CO	44. RepoxO, 1027 NORO	VAW-120 BELLINGER BLVD FLK, VA 23511-2216  Thave seen this report, been apprised of my oracle a statement."  do not intend to submit a statement.

	SPORT & COUNTEL	NG KE	CORD (E7-06)			RCS BUPERS 1610-1
	MIROSLAV S		2. Grade/Rate LT	3. Desig 1.	310	(b)(6)(2)
s. ACT TAR IN	ACT AT/ADSW/ 6. UIC 09467	7. Ship/Stati	ion VAW-121			omotion Status 9. Date Reported GULAR 07APR09
Occasion for Report  10. Periodic X	Detachment 11. of Individual 12. Reporting	nt of Senior X	13, Special	Period of R	cport 07APE	RO9 15,76: 08 JAN 31
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22. Repu (b) (6	23. Grade CDR	24. Desig 1320	25. Title	<u> </u>	26. UIC 094	ATTEN S
28. Command employ Airborne con	ment and command achievements.	part of	CVW 17. DET: 1	LFE Vic	torias:	B.C. LFE MCAS
Beaufort, S		West, F	L-1, USS GEORGE (	WASHING	TON//(C'	VN 73) CQ-1, MAWTS NAS
	/Watchstanding duties. (Enter primary	duty abbrevi	ation in box.)	·	Warin.	<u>ا</u>
and messagin	ng for 175 member com	mand. 1	Leads and mentor:	s three	enlis	
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For Mid-term Counseling enter 30 and 31 from coo		nte Counseled NOT RE	31. Counselor		_ 43	Control of adividual Couperled
PERFORMANCE TR standards; 4.0 - Excee	AITS: 1.0 - Below standards/not progreds most 3.0 standards; 5.0 - Meets over	essing or UN	SAT in any one standard; 2.0; id most of the specific standard.	Does not y	et meet ali 3 tandards an	.0 standards; 3.0 - Meets all 3.0 c not all inclusive.
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meta Standards		4,0 Above Standards	5.0 Greatly Exceeds Standards
33, PROFESSIONAL EXPERTISE:	Lacks basic professional knowledge to perform effectively.     Cause apply basic skills.	-	- Has thorough professional know-	- 1	• .	Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and
Professional knowledge proficiency, and qualifications.	-Fails to develop professionally or schieve timely qualifications.		new tacks.  Stead Natimproves skills, achieve		-	executes innovative ideas.  - Achieves early/highly advanced qualifications.
	·					quantosious.
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34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY:	-Actions counter to Navy's retention/ reentistment goals. - Uninvolved with mentoring or professions development of subordinates.		Positive leadership supports Na- retention goals. Active in decree Actions adequately encourages subordinates personal/profession	using attrition.	-	<ul> <li>Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional prosubly attribute commitment.</li> </ul>
Contributing to growth and development, human worth, community.	Actions counter to good order and discipline and negatively affect Command Organizational climate.     Demonstrates exclusionary behavior. Fails	1	<ul> <li>Demonstrates appreciation for of Navy personnel, Positive infl Command climate.</li> <li>Values differences as strengths.</li> </ul>	uence on	-	to professional growth/sustained commitment - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate The model of achievement, Develops unit
NOB	to value differences from cultural diversity.		atmosphere of acceptance/inclusEO/EEO policy.	sion per X		cohesion by valuing differences as strengths.
35. MILITARY BEARING/ CHARACTER Appearance, conduct.	- Consistently unsatisfactor yappearance Unsatisfactory demeand or conduct - Unable to meet one or more physical readiness standards.	,	<ul> <li>Excellent personal appearance.</li> <li>Excellent demeaner or conduct.</li> <li>Complies with physical readine program.</li> </ul>		• - -	-Exemplary personal appearanceExemplary representative of NavyA leader in physical readiness.
physical fluess, adherance to Navy Core Values.	-Falls to live up to one or more Navy	-	-Always lives up to Navy Core \ HONOR, COURAGE, COMM		•	- Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
NOB [					X	
36. TEAMWORK: Contributions towards	Create conflict, unwilling to work with others, purs self above team Fails to understand team goals or		- Reinforces others' efforts, meets commitments to team. - Understands team goals, emplo	•	-	Team builder, inspires cooperation and progress.     Talented mentor, focuses goals and
team building and team results.	fearwork techniques. Does not take direction well.	· .	teamwork techniquesAccepts and offers team directi	on.	-	techniques for team.  -The best at accepting and offering team direction.
40.2			•		X	
37 MISSION	- Lacks initiative.	-	- Takes initiative to meet goals.		-	- Develops innovative ways to accomplish mission.
ACCOMPLISHMENT AND INITIATIVE:	- Unable to plan or prioritize,	-	- Plans/prioritizes effectively.		-	- Plans/prioritizes with exceptional skill and foresight.
Taking initiative, planning/prioritizing, achieving mission	- Does not maintain readiness Fails to get the job done.	-	- Maintains high state of reading - Always gets the job done.		-	Maintains superior readiness, even with limited resources.     Gets jobs done earlier and far better than
NOB					X	expected.
NAVPERS 1610/2 (03-02)	<del></del>		• • • • • • • • • • • • • • • • • • • •		·	·

Name (Last, First I		AD CO	UNSEL	MG	REC	ORD (E7	7-06) (CC 3. Desig	nt 'd)	RCS BUPERS(1610-1
ZILBERMAN	, MIROSLA	v s				LT	· 3. Desig	310	(b)(6) <b>*</b>
PERFORMANCE TRAITS	Below	.0* Standards	P	2.0 ro- ssing	•	3.0 Moets Standard	s	4.0 Above Standards	5.0 . Greatly Exceeds Standards
3. EADERSHIP: rganizing, motivating and developing others accomplish goals.	Neglects growth/de of subordinates.  Fails to organize.  For subordinates.  Does not set or ach to command missic  Lacks ability to copstress.  Inadequate commu-Tolerates hazards of	reates problem  ceve goals rele mand vision, e with or toler nicator.	vent -	-1 -1 -1 -1 -1 -1	subordinat Organizes improvem Sets/achie support co Performs v Clear, time	successfully, implents and officienci yes useful, realistic mmand mission. well in stressful sitely communicator. Licty of personnel	ementing process es. : goals that untions.		Inspiring motivator and trainer, subordinates frach highest level of growth and development. Superb officializer, great foresight, develops process improvements and efficiencies. Leadership achievements dramatically further command mission and vision. Receivers through the toughest challenges and inspires others. Ecoptional communicator.  Makes subordinates safety-conscious, mainbills top safety record.
нов		 					X		professional lives of others.
9. ACTICAL ERFORMANCE: Warfare qualified fficers only) axic and tactical mployment of weaponsystems.	- Has difficulty attait expected for the rather a difficulty in short weapons system Below others in known and a strain a system and a strain a strain a system and a system a system and a system and a system a syst	ik and experi- ip(s), aircraft s employment owledge and ecialty are impared to	ance.	•	and expect Capably e weapons : warfare ki Warfare s	alifications as required, mploys ship(s), air mploys ship(s), air mystems. Equal to conswiedge and emptables in specialty commercial and exp	rerail, or others in doyment		Endif qualified at appropriate level for rank and experience.  Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.  Warfare skills in specialty exceed others of same rank and experience.
NOB		!			•			X	. ' 🔲
0. 1 recommend service commendations in EA, CMC, CWO, L	ening this individually be for competiting. DO, Dept Head, X	ial for next ove schools of OIC, CO	areer milestor r duty assignr Major Comm	nc(s) as f ments sur nand, Wi	ollows: ( ch as; LC ar Colleg	maximum of tw PO DEPT CPC c, PG School.	NAT OF	OPS	INSTRUCTOR
readiness Superior Assurance I technologic - Dedicated computers.	Led the s division of division ar cal upgrade i profession Spearhead	fficer d resh	CEV ef Expenses Expense Expenses Expenses Expenses Expenses Expenses Expenses Expens	stly :	tkat ⊋ led t ndard nd ma ion c	achieved hree sail s of squa naged SII of the De	i 100% co tors in t adron ini PRNET ins fense Mes	che ADP Formati	ct to squadron and raised \$6,500.  /COMM/Information on security and  ion and upgraded 80 ystem - Proxy, the communication upgrade.
A bright for o					rman.	Highly	recommen	nded fo	or promotion to LCDR.
12.	NOB S	mificant roblems	Progressing	Prom	otable	Must Promote	Early Promote	COMMAN	ing Senior Address NDING OFFICER 21, UNIT 60136
INDIVIDUAL 43.				-		Х	<del> </del>	1	09507-6406
SUMMARY		0	0		1	8	3		
45. Signatur (1)	))(6	) 	Date:	24 5/		46. Signature of performance, I interior to kubi	nd understand :	my right to r	navo seen this report, been apprised of my make a statement."  o not intend to submit a statement. V  Date: 2 4 JAN 2007
47. Typed name, gr						or on Concurren	Report		:
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LITIATOO KI	PORT & COUNSEL	ING KE	COKD (E1-06)			RCS BUPERS 1610-1		
	MIROSLAV S		2. Grade/Rate LT	3. Desig 1.	310	(b)(6)		
S. ACT TAR IN	ACT AT/ADSW/ 6. UIC 09467	7. Ship/Stat	ion · VAW 121	•	] 8. Pr	omotion Status 9. Date Reported CGULAR 0.7APR09		
Occasion for Report  10. Periodic X	Detachment 11. of Individual 12. Reported		13. Special	Period of R 14. From:		B01 4. 70 09JAN31		
16. Not Observed	Type of Report 17. Regular X 18. C	Concurrent	19. Ops Cdr	20. Physica P	al Readines /WS	Bille Subcategory (if any)  NA		
22. Reporting Senior ( (b)(6)	Last FLMD 23. Grade CDR	24. Desig 1310	25. Title	•	26. UIC 0.94			
28. Command employ	ment and command achievements.			7. EMBA	.1	USS GEORGE WASHINGTON		
(CVN 73) TST	A-1, Partnership of	the Ame	ricas-2, USS DWIC 1, AWF NAS Fallo	SHT D.	eisenh	OWER (CVN 69) TSTA-1,		
29. Primary/Collateral	Watchstanding duties. (Enter primar	y duty abbrevi	ation in box.)			j		
PILOT TRAINING PILOT TRAINING OFFICER-10. ADP OFFICER-2. Develops and implement training for 12 pilots; compiles and reports squadron combat readiness information. AD								
OFFICER-2. COLL: LSO-12, PAO-2. WATCH: SDO-12.								
	nseling worksheet, sign 32.)	Date Counseled 08SEP3			] } }	high and of Individual Countried		
PERFORMANCE TR standards; 4.0 - Excee	ATTS: 1.0 - Below standards/not prog ds most 3.0 standards; 5.0 - Meets ov	ressing or UN erall criteria a	SAT in any one standard 7.0 nd most of the specific standard	Does not your far for 5.0, S	et meet all . tandards ar	3.0 standards; 3.0 - Meets all 3.0 e not all inclusive.		
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33. PROFESSIONAL EXPERTISE:	Lacks basic professional knowledge to perform effectively.     Cannot apply basic skills.	-	-Has thorough professional from -Consecunity performs both rout	.	-	Recognized expert, sought after to solve difficult problems.     Exceptionally skilled, develops and		
Professional knowledge proficiency, and qualifications.	- Falls to develop professionally or achieve timely qualifications.	-	new tacks. Standily improves skills, achieve qualifications.	1		executes innovative ideas.  - Achieves early/highly advanced qualifications.		
			A B			· .		
NOB	- Actions counter to Navy's retention/		- Positive leadership supports Nav	//s increased	<u>X</u>	- Measurably contributes to Navy's increased		
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human worth, community. NOB	Demonstrates exclusionary behavior. Falso value differences from curtical.		Command climate.  - Values differences as strengths. atmosphere of acceptance/inches	Fosters ion per X	· 🖂	Command and Organizational climate.  The model of achievement. Develops unit cobasion by valuing differences as		
35. MILITARY BEARING/	Consistently unsatisficiory appearance     Unsatisfactory demander or conduct.	<del></del>	EOVEEO policy.  - Excellent personal appearance.  - Excellent demession or conduct.		:	strengths.  - Exemplary personal appearance.  - Exemplary representative of Navy.		
CHARACTER Appearance, conduct, physical fitness,	-Unable to meet one or more physical readiness standardsFalls to live up to one or more Navy Core Values: HONOR: COURAGE.	-	- Complies with physical readines program. - Always lives up to Navy Core V	alues:	•	- A leader in physical readiness Exemplifies Navy Core Values:		
adherance to Navy Core Values.	Core Values: HONOR; COUNAGE, COMMITMENT.		HONOR, COURAGE, COMMI	TMENT.		HONOR, COURAGE, COMMITMENT.		
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36. TEAMWORK: Contributions towards	Creates conflict unwilling to work with others, puts self above team.     Falls to understand team goals or	•  -	- Reinforces others' efforts, meets commitments to team. - Understands toam goals, employ		-  -	Team builder, inspires cooperation and progress. Talented mentor, focuses goals and		
team results.	Does not take direction well,	-	icemwork techniques Accepts and offers team direction			techniques for team.  - The best at accepting and offering team direction.		
	<u></u>	_			   <sub>1==</sub>			
07.	- Lacks initiative.	<del>- </del>	-Takes injustive to most goals.		<u>X</u>	- Develops innovative ways to accomplish		
MISSION ACCOMPLISHMENT AND INITIATIVE:	-Unable to plan or prioritize.	-	-Plans/prioritizes effectively.		<u>-</u>	mission Plans/prioritizes with exceptional skill and foresight.		
Taking initiative, planning/prioritizing, achieving mission	- Does not maintain readinessFalls to get the job done.		- Maintains high state of readines - Always gets the job done.	is.	-  -	Maintains superior readiness, even with limited resources.     Gets jobs done earlier and far better than		
NOB	as the median source	_			X	expected.		
NAVPERS 1610/2 (03-02)	<u> </u>		<u> </u>		1	1		

FITNESS R		AND CO	UNSEL	<u>IN(</u>	3 REC			ont 'd)		RCS BUPERS 1610	·1
. Name (Last, First N ZILBERMAN	(I Suffix) , MIROS	LAV S	.,		_	2. Grade/Rate LT	3. Desig	1310		(b)(6)	
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нов 🔲		44.10				-	X		profession	al lives of others.	
9.  ACTICAL  ERFORMANCE: Warfare qualified (ficers only) Sasic and factical  Imployment of weapons ystems.	expected for the Has difficulty of weapons syn Below others it employment.  Warfare skills	ds compared to	ence.	٠	and export Capably of Wespons Warfare k	ushifications as required; and the sampleys ship(s), air systems. Equal to one mowing and the same rank and exp	coraft, or there in loyment:		- Innovative aircraft, of above oth and employer warfare to	kills in specialty excee same rank and	ell Ige
NOB	• ***				<u> </u>			X	<u> </u>		
0. I recommend scre Recommendations m SEA, CMC, CWO, L	av be for comp	etitive schools (	or duty assign:	ments :	such as: Lá	CPOEDEPT CPG	₽ .FK	S STRUCT	OR	PG SCHOO	OL
aircrew, wh aggressive workup cycl the best pe - EXCEPTION kept all mi aircraft an - SELFLESS D. EISENHOW Ready Room throughout	squadrone and de rformance AL TECHN ssion dad aircre VOLUNTEE Which and commathe comm	eployment ces by an ICIAN. Intaloade were for sing and sea pand and sea pand and sea pand sea	g plan in direct continues of the contin	indragua an ssio edly an s s wh	aff aires with the control on at dron's d DOD n capar 800 for ich ir devel	frorew as ing in NS Air Wing a subject flight puble at al nized the or the Squastilled a	the com EAWC pro Fallon. matter ublicati il times Squadro madron's mater	mand pr claimin expert ons up- n Famil MWR. of prid	epared g VAW on pil to-dat y Day Upgrad le and	on the USS	ocoming e of ion, he g all
Promotion Recommendation	<b>€NOB</b>	Significant	Progressing	Pn	omotable	Must Promote	Early Promote	44, Report	ing Senior	Address OFFICER	
42.				1.	<u>.</u>	Х		VAW 1	21, UN	IT 60136 7-6406	
43. SUMMARY		0	   . 0		0	11			_		
45. Stimature	b)((	6) 2 Summary C	Date:		F8309		f Individual E nd understand At a statemen	my right to i	make a stai o not inten	his report, been appr ement." I to submit a statem Date: 24 F	ent.
47∰yped name, gra	de, command,	UIC, and signs	ture of Regula	ır Repo	orting Seni	or on Concurrent	Report				
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Decision for Regist	FILNESS KI	SPORT & COUNSE	LING KE	COKD (E7-06)			RCS BUPERS 1610-1				
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ALTODOM STATES OF THE STANDARD COMMAND CONTROL TO STANDARD CONTROL STANDARD COMMAND CONTROL STANDARD CONTROL			. Concurrent	19. Ops Cdr	20. Physical P	Readines: /WS	21 Billet Subcategory (if any) . NA				
Althorne command and control as part of CWP-7. RMBARKED: USS DWIGHT DESERNOWER (CVN 59) DEF Deployment 2009-2. Upkeep/Training-1.  3	22, Repoi	7 1 10 PM				26, UIC 094					
13   Primary Collecteral Westchandling duties. (Enter primary duty abbreviation in box)   LINE DIVO   LINE DIVO   LINE DIVISION OFFICER-3. Leads one CFO and mine onlisted personnel in the scheduled and unscheduled maintenance of four E-2C_STOD_II Nav Upgrade aircraft. COLL: LSO-3, Aviation Publications Officer-3. WATCH: \$50-3, Aviation Completed Publications Officer-3. WATCH: \$50-3, Aviation Completed Publications Officer-3. WATCH: \$50-3, Aviation Completed Publications Officer-3 Standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets overall circlers and not not of the specific standards or not all instructors or not all instructors or not all standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 50- Meets all 3.0 standards; 40-0. December on vol. 30 standards; 40-0. December on vol.	Airborne con	mand and control as			o: USS	DMÍGH.	T D: EISENHOWER (CVN				
LINE DIVO  LINE DIVISION OFFICER-3. Leads one CPO and nine annihilated personnel in the scheduled and unscheduled maintenance of four E-2C 6F600 II Nav Upgrade aircraft.  COLI: 150-3, Aviation Publications Officer-3. WATCH: 5D0-3, Yei-Ply Duty Officer-2.  For Mid-turn Counseling Use. (When completing FUREP, 180. Date Counseled NOT REQ 11. Courseled NOT REQ 12. Downstrong of the State of the State of State	69) OEF Depi	Loyment 2009-2. Upl	keep/Train	ning-1.							
And the scheduled and unscheduled maintenance of four E-2C_SFRIB_IT Nav Upgrade aircraft.  COLL: ISO-3, RVIation Publications Officer-3. WRICH: SID-3, Pri-Fly Duty Officer-2.  For Mid-tern Counseling Liv. (When completing TYREP. 30 Date Counseled Interest 3 and 31 fine counseling verticate, sign 22)  FERFORMANCE TRAITS: 1.0 - Below standards/100 progressing or UNSAT in any one standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing or UNSAT in any one standards/100 progressing or UNSAT in any one standards/100 progressing are to standards/100 progressing	29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  LINE DIVO  LINE DIVISION OFFICER-3. Leads one CPO and nine enlisted personnel										
FOR MAXIMUM Counseling Use. (When completing TYREP.)  30. Date Counseled NOT REQ  31. Counseled NOT REQ  32. Signature of Individual Counseled NOT REQ  32. Signature of Individual Counseled NOT REQ  33. Standards, 5.0 - Meets and most of the specific standards are not all individual Counseled Not Report of the specific standards are not all individual Counseled Not Report Individual Counseled Not Individual	in the scheduled and unscheduled maintenance of four E-2C From II Nav Upgrade aircraft.										
PERFORMANCE TRAITS: 1.0 - Below standard/not progressing or UNSAT in any one standard; 2.0 *Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standa											
PERFORMANCE   1.0			NOT RE	Q /		, <u> </u>					
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Professional knowledge professional providing professional professiona	33. PROFESSIONAL EXPERTISE:	perform effectively.	'  -    •				difficult problems.				
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Actions counter to Navy's retention recilisment goals.  - Actions counter to good order and discipline and regatively affect Command of discipline and regatively affect Command of Community.  NOB Department of subordinates.  - Consistently usastisfactory appearance Commission y wasting information of conduction of succeptance information provided information of the program.  - Reinforces others' efforts, meets personal organization of the subordinates of the subordinates.  - Consistently usastisfactory appearance Consisten		•••									
COMMAND OR ORGANIZATIONAL CLIMATE/CUAL ORGANIZATIONAL ORGANIZA	34.	- Actions counter to Nevy's retension/		Poritive leadership supports Nev	n's increased	<u> X</u>	- Measurably contributes to Navy's increased				
OPPORTUNITY: Contributing to growth and development, butter to good order and discipline and negatively affect Command dismate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal. Positive influence on Command climate.  Demonstrates appreciation for contributions of Navy Personal Positive States.  Demonstrates appreciation of Navy Personal Positive States.  Described in May Personal Spearance.  Des	COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL	reenlistment goals.		retention goals. Active in decrea -Actions adequately encourage/si	sing attrition. pport		retention and reduced attrition objectives				
- Demonstrates exchasionary behavior, fails of value differences from calcural diversity.  - Orasistendy unsatisfactory appearance almost diversity.  - Consistendy unsatisfactory appearance.  - Consistendy unsatisfactory demonstrates.  - Consistendy	OPPORTUNITY: Contributing to growth and development,	Actions counter to good order and discipline and negatively affect Comm		of Navy personnel. Positive infli	ontributions sence on		to professional growll/sustained commitment - Initiates support programs for military, civilian, and families to achieve exceptional				
SS. OCCAPILIS DEFINITION  NOB CONTROLLED TO	community.	<ul> <li>Demonstrates exclusionary behavior. I to value differences from caltural</li> </ul>		<ul> <li>Values differences as strengths, atmosphere of acceptance/inclused</li> </ul>	Fosters tion per X		-The model of achievement. Develops unit cohesion by valuing differences as				
CHARACTER Appearunce, conduct, physical fitness, adherance to Navy Core Values.  NOB  Core Values HONOR, COURAGE, COMMITMENT.  NOB  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team results.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team results.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team building and team results.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team building and team results.  Coreates conflict, unwilling to work with the pier commitments to team.  Contributions towards team building and team results.  Coreates conflict, unwilling to work with the pier commitments to them.  Conditions towards team poils, employs good teamwork techniques.  - Accepts and offers team direction.  Coreates conflict, unwilling to work with the pier commitments to the proposal commitments to team.  Conditions towards team poils, employs good teamwork techniques.  - Accepts and offers team direction.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team results.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team pools, employs good teamwork techniques.  - Accepts and offers team direction.  Coreates conflict, unwilling to work with others, pier left above team.  Contributions towards team pools, employs good teamwork techniques.  - Accepts and offers team direction.  Commitments to team.  The best at accepting and offering team team for leadiness.  - Takes initiative to meet goals.  - Takes initiative to meet goals.  - Plans/prioritizes with exceptional skill and foreight.  - Maintains superior readiness, even with limited resources, Gest jobs done earlier and far better than expected.  Commitments to team.  - Team builder, inspires cooperation and team pools, employed to team.  - Takes initiative to meet goals.  - P		- Consistently unsatisfactory appearance		-Excellent personal appearance.		<u></u>	-Exemplary personal appearance.				
Allerance to Navy Core Values: NOB	CHARACTER Appearance, conduct,	- Unable to meet one of more physical readiness standards.	<b>⋑</b> - -	<ul> <li>Complies with physical readine program.</li> </ul>	55 )	- -	-A leader in physical readiness.				
36. TEAMWORK: Contributions towards fear building and team results.  - Does not take direction well.  - Cases conflict, unfilling to work with others, puss self above team.  - Fails to inderstand team goals or teamwork techniques.  - Does not take direction well.  - Contributions towards fear goals commitments to team.  - Understands team goals, employs good teamwork techniques.  - Accepts and offers team direction.  - Takes initiative.  - Takes initiative to meet goals.  - Plans/prioritizes effectively.  - Does not maintain readiness.  - Maintains high state of readiness.  - Always gets the job done.  - Reinforces others' efforts, meets personal commitments to team.  - Talented mentor, focuses goals and techniques for team.  - Talented mentor, focuses goals and techniques for team.  - Talented mentor, focuses goals and techniques for team.  - Talented mentor, focuses goals and techniques for team.  - Talented mentor, focuses goals and techniques for team.  - Talented mentor, focuses goals and techniques.  - Talented mentor, focuses goals and teamwork techniques.  - Talented mentor, focuse and teamwork techniques.  - Talented mentor, focuse a	adherance to Navy Core	Core Values: RONOR, COURAGE,					HONOR, COURAGE, COMMITMENT.				
TEAM WORK:  Witighers, pass self above team.  Fails to Sinderstand team goals or teamwork techniques.  Fails to Sinderstand team goals or teamwork techniques.  Fails to Sinderstand team goals or teamwork techniques.  - Commitments to team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented mentor, focuses goals and team goals on team.  - Talented ment	NOB				X						
teamwork techniques.  - Dis not take direction well.  - Accepts and offers feam direction.  - The best at accepting and offering team direction.  - The best		with others, purs sell above team.	•	commitments to team.	` 1	-	progress.				
37.  ACCOMPLISHMENT AND INITIATIVE: Taking initiative  Does not maintain readiness.  - Does not maintain readiness Falls to get the job done.  - Takes initiative to meet goals Plans/prioritizes effectively Plans/prioritizes with exceptional skill and foresight - Maintains high state of readiness Always gets the job done.  X  - Develops innovative ways to accomplish mission Plans/prioritizes with exceptional skill and foresight - Maintains high state of readiness Maintains superior readiness, even with limited resources Gets jobs done earlier and far better than expected.	team building and 🗐	teamwork achniques.	.	teamwork techniques.	· · .	-	techniques for team The best at accepting and offering team				
- Lacks initiative, - Lacks initiative, - Unable to plan or prioritize Unable to plan or prioritize Does not maintain readiness Does not maintain readiness Plans/prioritizes effectively Maintains high state of readiness Maintains high state of readiness Always gets the job done Always gets the job done.  - Takes initiative to meet goals Plans/prioritizes with exceptional skill and foresight Maintains superior readiness, even with limited resources Gets jobs done earlier and far better than expected.							•				
ACCOMPLISTABLE IT   - Unable to plan or prioritize.   - Plans/prioritizes effectively.   - Plans/prioritizes with exceptional skill and foresight.   - Alvays gets the job done.   - Plans/prioritizes with exceptional skill and foresight.   - Maintains superior readiness, even with limited resources.   - Always gets the job done.   - Always gets the job done.   - Eatly to get the job done.	₩OB A	To the second				X					
Taking initiative — Does not maintain readiness. — Maintains high state of readiness. — Maintains superior readiness, even with fimited resources, achieving mission — Fails to get the job done. — Always gets the job done. — — — — — — — — — — — — — — — — — — —	LACCOMPLISHMENT.	1	:	Ī		•	mission Plans/prioritizes with exceptional skill				
achieving mission - Fails to get the job done Always gets the job done Gets jobs done earlier and far better than expected.	Taking initiatives planning/prioritizing.		-	· -	is.	-	-Maintains superior readiness, even with limited resources.				
	achieving mission	-Fails to get the job done.		- Always gets the job done.		• 	- Gets jobs done earlier and far better than expected.				
						X					

FIINESS K		IND CO	UNOI	SLIN	JKEC	<del></del>	/ <u>-Uo</u>	) (cc	mi a)	RCS BUPERS 1610-1
I. Name (Last, First I ZILBERMAN	, MIROSI	AV S				2. Grade/Rate LT		Desig	1310	(b)(6) #
PERFORMANCE TRAITS	Belov	1.0° V Standards		2.0 Pro- gressing		3.0 Meets Standar			4.0 Above Stundards	5.0 H Greatly Excelled Sandards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	-Neglects growth of subordinates. -Fails to organize. for subordinates. -Does not set or a to command mis - Lacks ability to o stress. - Inadequate comm - Tolerates hazards	creates problem chieve goals rele sion and vision, ope with or tole nunicator,	ns svanit rate		subordina - Organizes improvem - Sets/schie support o - Performs - Clear, tim	successfully, implement and efficient tres useful, realist temmand mission, well in stressful a ely communicate afety of personne	plementin cies. tic goals ti thustions. r.	8 htoccs:	1	-Inspiring motivated and trainer, subordinates reach highest level of growth and development.  Superb organizer, growt foresight, develops process improvements and efficiencies.  Leadership schievements aromatically further command initistion and vision.  Perseveres through the toughest childenges and inspires others.  Exceptional communitator.  Maker subordinates safety-conscious, maintains top safety record.
нов 🗌					<u> </u>		٠		X	-Constantly improves the personal and professional lives of others.
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty and expected for the - Has difficulty in or weapons syste Below others in employment. - Warfare skills in below standards others of same ra experience.	mank and experiship(s), aircraft ms employment knowledge and specialty are compared to	ence.		end experience Capably of weapons warfare k	salifications as re- cied. employs ship(s), a systems. Equal to nowledge and en kills in specially same rank and ex	ironaft, or others in ployment count to	19		Endiy qualified at appropriate level for rank and experience.  Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.  Warfare skills in specialty exceed others of same rank and experience.
NOB		·							X	<u> </u>
40. I recommend sere Recommendations m SEA, CMC, CWO, L	ay be for comnet	itive schools o	er duty ass	igoments s	uich as: L0	TO DEPT CP	(o)	TES PII	ST LOT	FRS INSTRUCTOR
- LEADER BY responsibil focused his upgrades in - STRONG CO outstanding CVW-7's air awareness oduring oper - SKILLFUL 12 squadron qualificati LT Zilberma been a valu	EXAMPLE. ity throu Sailors the same MMITTMENT results. space com of airspace ation END MENTOR. pilots f cons and con in is a to	In less gh incre in achie time for the EXCL As the pliance is limit. Set high for safe to the transfer to the transfer to the EXCHANCE TO THE TRANSFER TO THE	NITIAT ss tha eased eving rame. ELLENG e airs proce s and REEDON h star and parfo is com	n 90 interior there is a constant to the const	days, action obali lways subject and relative causes of the cause of t	stimulat with th Scation  takes th t matter estricti reased f  Landing rrier op IGHT D. In outsta lued Lie	ed in e Diverse e ini experons, light EISEI ndingutens	adivivision substitution of the constitution o	dual gon CPO ing in tive an he dev ring 1 sciplin Officer during ER (CVN cord of with bo	and LPO. Effectively five Plane Captain  d consistently produces eloped and briefed  00 percent Air Wing e and combat readiness  , continually trained preparations, carrier 69).  achievement and has pundless potential.
Promotion Recommendation		Significant Problems	Progress	ing Pro	motable	Must Promote	En: Pron		COMMAN	ng Senior Address IDING OFFICER 21, 60136
INDIVIDUAL						X			<u> </u>	09507-6406
43. SUMMARY		0	0		0	. 8	;	3		
45. Signature of Member Trian Avern 47. Typed fileme, gra		Summary G	гоир Ачег		92	performance. I intend to sub	a sta	erstund i	ny right to r	nave seen this report, been apprised of my nake a statement." I not intend to submit a statement.  The Date: 7APR 09
The name to	or comments U	; eini #[6](fil	AI 1/6)	inen 176hn	- and Breit	or ownered	·· · colons	-	•	· · · · · · · · · · · · · · · · · · ·
				•						Date:
NAVPERS 1610/2 (03-02)										

FIINESS K	EPOKI & CO	UNSELI	ing Ki	2COKD (E7-06)			RCS BUI	PERS 1610-1	
1. Name (Last, First è ZILBERMAN	MISUSTIX) , MIROSLAV S	5		2. Grade/Rate LT	3. Desig	310	(b)(d)	)))**: - <b>**</b>	
X TAR T	NACT AT/ADSW/ 265	09467	7. Ship/Sta	tion VAW-121	-		omotion Status EGULAR	9. Date Reported 07APR09	
Occasion for Report  0. Periodic X	Detachment 11. of Individual	Detachme 12. Reporting		] 13. Special	Period of R 14. From:		R10 15/16	10JAN31	
6. Not Observed Report	Type of Report 17, Regular X	18. Co	ncurrent _	19. Ops Cdr	20. Physica P	il Readines /WS		Sobcategory (if any) NA	
2. Reporting S	6)	23. Grade CDR	24. Desig 1320	25. Title		26. UIC 094	/-/		
	ment and command achie		part of	CVW-7. EMBARKE	D: USS	DWIGH	T D EISEN	HOWER (CVN	
59) OEF Dep		, COMPT	ÆX-1,	OEF Deployment 2		DET:		to Air NAS	
9. Primary/Collater	I/Watchstanding duties. (I	Enter primary	duty abbrev			111			
NATOPS OF		T NATOPS	FOFFIC ew and	ER-5. Provides four E-2C Group	the requ II⊿Nav	uired े ⊌Upgra	standardiz de Hawkeye	ation and aircraft:	
NATOPS qualification for 26 aircrew and four E-2C Group II Nav Upgrade Hawkeye aircraft: LINE DIVISION OFFICER-5. COLL: LSO-10, SWO-7. WATCH: SDO-10.									
or Mid-term Counselin	g Use. (When completing FII unselling worksheet, sign 32.)		ite Counseled			32.5	fature of Ingentous	Counseled	
ERFORMANCE TE	AITS: 1.0 - Below stands	uds/not progre	9JUL1	SAT in any one standard 2.0	Does not ye	t meet all 3	3.0 standards: 3.0 -	Meets all 3.0	
iandards; 4.0 - Exce	eds most 3.0 standards; 5.	0 - Meets over	ali criteria a	nd most of the specific stands	rele for 5.0. St	tandards ar	e not all inclusive.		
PERFORMANCE TRAITS	1.0* Below Standan	ds	Pro- gressing	73.0 Meets Standards		Above Standards		5.0 ceds Standards	
3. Rofessional XPERTISE:	- Lacks basic professional ke perform effectively.	now <b>iedge</b> to	-	- Has thorough professional know		.	difficult problems.	sought after to solve	
ACER HAE: rolessional knowledge roliciency, and	- Cannot apply basic skills Fails to develop profession	ally or	-	- Computerily performs both row new lasks. - Steadily improves skills, achieve			<ul> <li>Exceptionally skills executes innovative</li> <li>Achieves early/high</li> </ul>	ideas,	
ualifications.	achieve tintely qualification			qualifications.			qualifications.		
нов						X			
4. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL	Actions counter to Navy's reenlistment goals.     Uninvolved with mentoring development of subordinates.	g or professions		Positive de adership supports Na- retention goals. Active in decres Actions adequately encourage/s sixordinates personal/profession.	sing attrition.	- -	retention and reduc- -Proactive leader/ex- in subordinates' per	utes to Navy's increased ed attrition objectives, implicy mentor, involved scool development leading	
OPPORTUNITY: Contributing to growth and development, tuman worth, community.	Actions counter to good or discipline and negatively a Organizational climate.      Demonstrates exclusionary	ffect Command/	1	- Demonstrates appreciation for of Navy personnel. Positive infl Command climate,		-	<ul> <li>Initiates support pro civilian, and familio Command and Org</li> </ul>	s to achieve exceptional	
NOB	to value differences from a diversity.	ulive		<ul> <li>Values differences as strengths.</li> <li>atmosphere of acceptance/inclusion/EO/EEO policy.</li> </ul>	roeters X		cohesion by valuing strengths.		
5. MILITARY BEARING HARACTER Appearance, conduct.	- Consistently unsatisfactory - Unsatisfactory demestion - Unable to meet one or may readiness standards.		-	Excellent personal appearance.     Excellent demeanor or conduct.     Complies with physical readine program.		- -	- Exemplary persona - Exemplary represer - A leader in physi	itative of Navy.	
physical fitness, wherence to Navy Core Values.	- Fails to live up le one or m	DURAGE,	-	-Always lives up to Navy Core \ HONOR, COURAGE, COMM	Values: ITMENT.	•	- Exemplifies Navy ( HONOR, COURA	Core Values: GE, COMMITMENT.	
NOB						X			
6. FEAMWORK: Contributions towards	- Creates conflict, unwilling with others, puts felf above Fails to understand team ge	e tezm.		- Reinforces others' efforts, meets commitments to team. - Understands team goals, emplo	•		- Team builder, inspi progress. - Talented mentor, fo	res cooperation and cuses goals and	
earn results.	teamwork lectiniques Does not take direction we	al.	-	teamwork techniques, -Accepts and offers team direction	on.	-	techniques for team  The best at accepting direction.	ng and offering team	
NOB 7						X			
AISSION	- Lacks initiative.		-	-Takes initiative to meet goals.		•	- Develops innovativ	e ways to accomplish	
CCOMPLISHMENT ND INITIATIVE:	- Unable to plan or prioritize		-	- Plans/prioritizes effectively.		-	and foresight.	th exceptional skill	
eking initiatives landing/prioritizing, chieving mission	- Does not maintain reading	<b>36.</b>	·	-Maintains high state of readiner	u.	<b>~</b> .	- Maintains superior limited resources.	readiness, even with	
CHEVILLE MISSION	- Fails to get the job done.	_	,	- Alwaya gets the job done.	اا		expected.	lier and far better than	
NOB				11	, ,	Y	II .	1	

	EPORT AND C	COMBEL	MIO NE	COMP (II)		out uj	RCS BUPERS 1610-1
i. Name (Last, First M ZILBERMAN	II Suffix) , MIROSLAV S			2. Grade/Rate L/T	3. Desig	1310	(b)(6)
PERFORMANCE TRAITS	1.0* Below Standards	1 7	2.0 Pro- esing	3.0 Moots Standard:	<u></u>	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.  NOB	- Neglects growth/development- of subordinates, - Fails to organize, creates probl- for subordinates Does not set or achieve goals r- to command mission and visio - Lacks ability to cope with or to stress Inadequate communicator Tolerates hazards or unsafe pro-	cievant - n. Jerate -	subordi - Organiz improvi - Setz/aci support - Perform - Clear, ti	es successfully, imple ments and efficiencie ileves useful, realistic command mission. is well in stressful situ mely communicator. I safety of personnel a	menting proces  s. goals that utions.		aspiring motivator and trainer, abordinates reach highest level of growth and development. The process in performance and finite control and the performance of the personal and reference of
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty attaining qualific expected for the rank and expe- Has difficulty in ship(s), aircra or weapons systems employme Below others in knowledge an employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	rience. ft -	and exp - Capably weapon warfare - Warfan	qualifications as requected. employs ship(s), aims systems. Equal to otknowledge and emplor skills in specialty eq if same rank and expe	math, or there in oyment.		in the control of the
мов 🗌	<del></del>						<u> </u>
Recommendations ma	ening this individual for next sy be for competitive schools DO, Dept Head, XO, OIC, C	or duty assign:	nents such as: I	.CPO. DEPT CPO		ACOM STRUCTO	TRACOM R DEPT HEAD
with his peran unpreced as the vast - OUTSTANDIN nine aviator squadron fir - RECOGNIZE expert. He essential error under his transfer of the control of the c	ented 100% of his improvement of NG MENTOR. As a respectively produced five nishing third or D EXPERT. Hand personally trainergency procedutelage and guid grade ever recommended.	to train to train to train the qual squadron were all for picked a ined all ure for the coded in	ning and net earn ity on d head Lan gget an r Top H s cyw-7' air wing he safe he air wi his prof	mentoring ing the quality/turnate ding Signate d ten air ook" during s Casualty aviators recovery of ng receive iciency ar tial. HAS	. His ealificate round in ls Office wing "Tog the 20 Control and ship f aircraft the hiea by CS MY STRO	efforts defion of F nspection cer, his op Ten* a 2009 OEF d Approac op's perso aft follo ighest Co SFTL duri	training plan for wards as well as the deployment. The subject matter manel in this wing a casualty. The model of the company
Promotion Recommendation	NOB Significant Problems	Progressing	Promotable	Must Promote	Early Promote	COMMAND:	Senior Address ING OFFICER
42. INDIVIDUAL				х		VAW-121	, 60136 09507-6406
SUMMARY	0	0	0	11	3		
45, Signature of Member Trait Verage		Group Average:		performance, and I interfer to subm	d understand i it a statement RUM L	ny right to mak	e seen this report, been apprised of my e a statement."  It intend to submit a statement. [PS]  MM Date: USFB 10
47 Typed name and				VANUE ( DAMPERSON )	Pennst		
47. Typed name, grac	·	ridite ür weinin	Keporting Sen	ior on Concurrent )	Report		•



#### **DEPARTMENT OF THE NAVY**

CARRIER AIRBORNE EARLY WARNING SQUADRON ONE HUNDRED TWENTY ONE UNIT 50136, FPO AE 03507-5406

3740 00 15 Oct 09

From:

Commanding Officer, Carrier Airborne Farly Warning

Squadron 121

To:

LT Miroslav S. Zilberman, USN,

**13**10

Subj:

DESIGNATION AS PILOT NATOPS INSTRUCTOR

Ref:

(a) OPNAVINST 3710.7T

(b) COMNAVAIRLANTINST 3710.54A

(c) NAVAIR 01-E2AAF-1

1. Per references (a) through (c), you are designated as the E-2C Series Primary Pilot NATOPS Instructor For Carrier Airborne Early Warning Squadron 121.

2. You can administer NATOPS evaluation checks within the squadron in accordance with reference (a).

3. This qualification shall remain in effect unless specifically revoked for cause. Requalification is required annually.



Copy to: BUPERS (PERS-313C) NATOPS Jacket Service Record





# Uhief of Naval Operations

The President of the United States takes pride in presenting the DISTINGUISHED FLYING CROSS posthumously to

LIEUTENANT MIROSLAV S. ZILBERMAN UNITED STATES NAVY

for service as set forth in the following

CITATION:

For extraordinary heroism while participating in aerial flight as a Filot of an E-2C aircraft assigned to Carrier Airborne Early Warning Squadron ONE TWO ONE onboard USS DWIGHT D. EISENHOWER (CVN 69) while deployed with Commander United States FIFTH Fleet in support of Operation ENDURING FREEDOM on 31 March 2010. Returning from a combat mission over Afghanishan, Bluetail 601 and her crew were making preparations for a carrier landing when the starboard engine started to lose oil pressure. While the aircraft was enroute to the ship, for an immediate landing, the engine degraded to a point at which it had to be shut down. After executing Naval Air Training and Operating Procedures Standardization shut down procedures, the starboard propeller failed to feather, causing unequal thrust on each wing of the aircraft. As a result, the aircraft was at its limits of controllability and began a descent that could not be arrested. Realizing all available options to land the aircraft safely were exhausted, Lieutenant Zilberman directed his crewmembers to bail out. With the auto pilot incapable of holding the aircraft in an acceptable attitude, he manually held the aircraft stable while his crew safely exited the aircraft, leaving him little chance to escape. All three aviators successfully bailed out of the aircraft with no injuries. As the last crewman onboard the barely controllable aircraft, Lieutenant Zilberman was unable to exit the aircraft, sacrificing his life to save his crew. Without his courageous actions, the entire crew would have perished. By his superbairmanship, inspiring courage, and loyal devotion to duty in the face of hazardous flying conditions, Lieutenant Zilberman reflected great credit upon himself and upheld the highest traditions of the United States Naval Service.

For the President,

G. ROUGHEAD

Admiral, United States Navy Chief of Naval Operations





## THE UNITED STATES OF AMERICA

THIS IS TO CERTIFY THAT
THE PRESIDENT OF THE UNITED STATES OF AMERICA
HAS AWARDED THE

### DISTINGUISHED FLYING CROSS

TÖ

LIEUTENANT MIROSLAV S. ZILBERMAN, UNITED STATES NAVY
FOR

EXTRAORDINARY HEROISM WHILE PARTICIPATING IN AÉRIAL FLIGHT ON 31 MARCH 2010

GIVEN THIS 7TH

DAY OF APR 2010



FOR SECREMENT OF THE PARTY OF T